



# City of Bloomington Common Council

## Legislative Packet

Containing legislation and materials related to:

Wednesday, 16 October 2024

Regular Session at 6:30pm



# CITY OF BLOOMINGTON COMMON COUNCIL

AGENDA AND NOTICE:  
REGULAR SESSION  
Wednesday | 6:30 PM  
16 October 2024

*Council Chambers (#115), Showers Building, 401 N. Morton Street  
The meeting may also be accessed at the following link:*

<https://bloomington.zoom.us/j/87651363332?pwd=xDZvAilpvlmKSb3EFi9bpuW65aEb1j.1>

1. **ROLL CALL**
2. **AGENDA SUMMATION**
3. **APPROVAL OF MINUTES**
  - A. June 5, 2024 – Regular Session
4. **REPORTS** *(A maximum of twenty minutes is set aside for each part of this section).*
  - A. Councilmembers
  - B. The Mayor and City Offices
    - a. Report from Linda Grove-Paul on the Stride Center
  - C. Council Committees
  - D. Public\*
5. **APPOINTMENTS TO BOARDS AND COMMISSIONS**
6. **LEGISLATION FOR FIRST READINGS**
  - A. Ordinance 2024-23 - To Amend Title 15 of the Bloomington Municipal Code Entitled "Vehicles and Traffic" - Re: Amending Section 15.12.010 (Stop Intersections) to one remove stop intersection on Seventh Street from Schedule A and add one multi-stop intersection on Seventh Street to Schedule B
  - B. Ordinance 2024-22 - To Fix the Salaries of Appointed Deputies and Employees of the Bloomington City Clerk for the City of Bloomington, Monroe County, Indiana for the Year 2025

*(over-->)*

\*Members of the public may speak on matters of community concern not listed on the agenda at one of the two public comment opportunities. Individuals may speak at one of these periods, but not both. Speakers are allowed up to three minutes.

Auxiliary aids are available upon request with adequate notice. To request an accommodation or for inquiries about accessibility, please call (812) 349-3409 or e-mail [council@bloomington.in.gov](mailto:council@bloomington.in.gov).

Posted: 11 October 2024

- C. Ordinance 2024-20 - An Ordinance to Fix the Salaries of Appointed Officers, Non-Union, and A.F.S.C.M.E. Employees for All the Departments of the City of Bloomington, Monroe County, Indiana for the Year 2025
- D. Ordinance 2024-19 - An Ordinance Fixing the Salaries of Officers and Employees of the Police and Fire Departments for the City of Bloomington, Indiana, for the Year 2025

**7. LEGISLATION FOR SECOND READINGS AND RESOLUTIONS**

- A. Appropriation Ordinance 2024-08 – To Additionally Appropriate From the Clerk’s Office General Fund for Personnel Expenditures

**8. ADDITIONAL PUBLIC COMMENT \***

*(A maximum of twenty-five minutes is set aside for this section).*

**9. COUNCIL SCHEDULE**

**10. ADJOURNMENT**

\*Members of the public may speak on matters of community concern not listed on the agenda at one of the two public comment opportunities. Individuals may speak at one of these periods, but not both. Speakers are allowed up to three minutes.

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**Posted: 11 October 2024**



**City of Bloomington  
Office of the City Clerk**

**Minutes for Approval**

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**5 June 2024**

In the Council Chambers of the Showers City Hall, Bloomington, Indiana on Wednesday, June 05, 2024 at 6:30pm, Council President Isabel Piedmont-Smith presided over a Regular Session of the Common Council.

COMMON COUNCIL  
REGULAR SESSION  
June 05, 2024

Councilmembers present: Isak Nti Asare, Courtney Daily, Matt Flaherty, Isabel Piedmont-Smith, Dave Rollo, Kate Rosenbarger, Andy Ruff, Hopi Stosberg, Sydney Zulich  
Councilmembers present via Zoom: none  
Councilmembers absent: none

ROLL CALL [6:30pm]

Council President Isabel Piedmont-Smith gave a land and labor acknowledgment and summarized the agenda.

AGENDA SUMMATION [6:30pm]

There were no minutes for approval.

APPROVAL OF MINUTES [6:34pm]

Flaherty moved and Ruff seconded that the Council authorize distribution of a letter to the Monroe County Capital Improvement Board (CIB) regarding input into the Convention Center Expansion Project. Flaherty summarized the letter. The purpose was to give council another way of providing input to the CIB, other than only through public comment at meetings. Input for the letter was provided by council, county elected officials, and the mayor.

REPORTS

- COUNCIL MEMBERS [6:34pm]

Rosenbarger asked for clarification on the section on parking.

Council questions:

Flaherty explained that the goal was to not subsidize structured parking through the Food and Beverage (FAB) tax or other public funds. There might be structured parking whose cost should be paid through usage of the structure. Parking would also be redirected to the 4<sup>th</sup> Street parking garage.

Stosberg asked if the 10% contingency for buffering was standard. Flaherty confirmed that it was.

Christopher Emge, Greater Bloomington Chamber of Commerce, spoke in support of the expansion project.

Public comment:

Ruff thanked Flaherty, Rosenbarger, and Piedmont-Smith for their work on the letter that prioritized council’s goals for the project.

Council comments:

Zulich stated that the letter was not a list of demands, but rather requests from council. Councilmembers understood that they were one of four bodies investing in the project. She spoke about a recent CIB meeting that she attended.

Daily thanked councilmembers for their work on the letter and the tone it set.

The motion received a roll call vote of Ayes: 9, Nays: 0, Abstain: 0.

Vote to distribute letter [6:46pm]

Piedmont-Smith extended the time for councilmember comments by 10 minutes with no objections.

Piedmont-Smith offered Rollo time to comment on a recent vote. He stated that he had submitted his comments to Clerk Nicole Bolden to be included in the minutes.

Daily wished everyone a happy Pride month. She noted that the upcoming Friday was National Gun Violence Awareness Day. She spoke about Hadiya Pendleton, who was killed in January 2013. Pendleton’s friends honored her by wearing orange because hunters

wore it in order to not be shot. Wear Orange was a national movement. She shared alarming statistics on gun violence in Indiana which had the nineteenth highest rate of gun deaths. Daily mentioned the upcoming Wear Orange event hosted by Moms Demand Action at the courthouse.

Rosenbarger mentioned the difficulty in legally banning guns in establishments in Indiana. It would be ideal to have members of the Greater Bloomington Chamber of Commerce post notices banning guns in their establishments.

Stosberg wished everyone a happy Pride month. She mentioned her upcoming constituent meeting, an upcoming Plan Commission meeting, and a Budget Advance meeting, too.

Zulich wished everyone happy Pride month and reminded the public that the first Pride was a riot. She thanked Black, Trans women of color, specifically Marsha P. Johnson and Sylvia Rivera.

Rollo referenced the Cuban missile crisis and the risk of global nuclear war, and the negotiations that stopped it. He discussed the Cold War and war between Russia and Ukraine and acknowledged that the threat of nuclear war was still real. Diplomacy and de-escalation was crucial, and he urged the public to contact their elected representatives.

Ruff acknowledged Rollo’s sobering comments.

Piedmont-Smith mentioned her upcoming constituent meeting.

Jessica McClellan, Controller, provided an update on the Opioid Settlement funds and presented the Distribution Report. From 2022-2024, Bloomington received a total of \$975,433.62 for unrestricted share, and \$2,601,099.42 in the abatement share. There was also attorney fees to be paid, totaling \$185,517.73. There would be additional monies paid to Bloomington, and attorney fees, through 2038. Some restricted funds were budgeted for 2024 through a matching grant for Indiana Recovery Alliance. Stride was also budgeted for \$50,000 by the Economic Development Local Income Tax (EDLIT). She described the Indiana Attorney General’s approved uses for the funds, for both restricted and unrestricted.

Asare asked what the city’s opioid settlement was compared to the county’s and what the timeline was.

McClellan responded that she would send council the state’s spreadsheet of what each governmental entity received. The timeline went through 2038.

Stosberg asked if there were other expenditures in 2022 and 2023.

McClellan there were in 2023 for extra outreach grants, which were primarily funded by the parking meter fund, but had needed additional funding.

Stosberg stated that there was significant funding to be used.

Rollo asked how successes and outcomes would be measured, given how addictive opioids were.

McClellan said there were many local agencies working on the solutions and the city needed to determine the goals.

Rollo stated that the outcomes were still to be determined.

REPORTS

- COUNCILMEMBERS  
(cont’d)

- The MAYOR AND CITY  
OFFICES [6:57pm]

Opioid Settlement Distribution  
Report

Council discussion:

Piedmont-Smith asked if there would be additional appropriations. She asked if the city would partner with the county.

McClellan stated there were not more appropriations at the time. She believed the goal was to partner with the county.

- The MAYOR AND CITY OFFICES (*cont'd*)

Jackie Scanlan, Development Services Manager, Planning and Transportation department reported on Plexes and Accessory Dwelling Units (ADUs) per Ordinance 21-23. Since 2021, there were six duplex approvals, of which five were issued permits. Since the report in 2023, there were eleven inquiries in R1, R2, and R3. Two dwellings were approved and in process in November 2023.

Status Report on Plexes and Accessory Dwelling Units

Rollo asked if the duplexes that were approved were owner-occupied and then converted to rentals.

Council discussion:

Scanlan said she would research and would update council.

Flaherty asked if there were any duplexes where staff positively recommended it to the Board of Zoning Appeals (BZA) and the BZA had denied the petition.

Scanlan stated there were not. She gave brief details on the six that were approved.

Stosberg asked how much leeway the BZA had to deny a petition.

Scanlan explained that the approval process was conditional use, so there were use-specific standards. The BZA could disagree with something that was subjective, like the architectural details, and have different findings. She gave examples.

Rosenbarger asked about data on plexes that had been converted to single family homes, which needed no approval.

Scanlan said there were few and would send that data to council.

Rosenbarger said it would be beneficial to have the data since plexes were more affordable. She asked if there had been a decrease in housing prices given that six duplexes had been approved.

Scanlan said that staff believed that plexes were an option and did not necessarily solve housing affordability.

Piedmont-Smith asked about the thirty eight approved ADUs which did not need special approval.

Scanlan said that ADUs were initially conditional due to concerns that there would be too many. Since there were not, council dropped the conditional approval requirement. There were thirty eight ADUs since 2017 or 2018. She would double check the year.

Rollo asked if staff knew how many Air BnBs there were in the city.

Scanlan believed there were about five hundred. She reminded council that the state restricted what municipalities could do. The only option was to have the Air BnBs register one time with the city.

Rollo stated he was in favor of requiring registration and knowing how many there were in the city.

There were no council committee reports.

- COUNCIL COMMITTEES [7:19pm]

Deborah Myerson discussed restrictions for multifamily housing in the Unified Development Ordinance (UDO) and a recent BZA meeting she attended where there was concern for the size of a duplex on a vacant lot. The resulting vote was 2-2 vote. The same developer could build a single family unit without any approvals. That process made building more affordable and diverse housing difficult. It was important to add different types of housing.

- PUBLIC [7:19pm]

Matt Gleason spoke in favor of more affordable, by-right housing types in residential zones. The restrictions and regulations added unnecessary layers of difficulty to the process.

- PUBLIC (cont'd)

Greg Alexander said that in 2021 the Traffic Commission passed a resolution to have the Director of Engineering report on traffic fatalities. He said it should be reported to council. He spoke about a recent fatality on Walnut Street Pike, traffic speeds, an incomplete pedestrian network, and steps to reduce the likelihood of fatalities.

Christopher Emge, Greater Bloomington Chamber of Commerce, concurred with Greg Alexander. He stated it was ideal to partner with the county for opioid settlement fund usage. He discussed recent Chamber events, educational opportunities, workforce development events for youth, and volunteering by members.

[Unknown] urged council to have multiple housing units by right, as Bloomington had high housing costs. He had attended the recent BZA meeting and was disappointed by the conditional process. It was important to have more housing, public transportation, and bicycling. He noted Austin, TX recently allowing plexes by right which resulted in more affordable housing.

Stephen Lucas, Council Attorney, read a comment submitted via Zoom chat by Sam Dove pertaining to safety and connectivity in the Indiana corridor and around Indiana University (IU).

Flaherty moved and Zulich seconded to remove Alex Hakes from the Commission on Sustainability. Flaherty explained that the previous regular session, council gave Hakes a chance to explain their absenteeism. The motion was approved by voice vote.

APPOINTMENTS TO BOARDS AND COMMISSIONS [7:38pm]

Zulich moved and Ruff seconded to make to make the following appointment(s):

- For the Historic Preservation Commission - to appoint Jack Baker to seat C-2
- For the Tree Commission - to appoint Travis Harding to seat C-1

The motion was approved by voice vote.

LEGISLATION FOR SECOND READING AND RESOLUTIONS [7:41pm]

Stosberg moved and Ruff seconded that Resolution 2024-11 be introduced and read by title and synopsis only. The motion was approved by voice vote. Clerk Nicole Bolden read the legislation by title and synopsis.

Resolution 2024-11 – To Amend the City of Bloomington’s Comprehensive Plan in Order to Incorporate One New Goal and Three New Policies Related to Accessible Transportation and Mobility Principles [7:41pm]

Stosberg moved and Ruff seconded to adopt Resolution 2024-11.

Ryan Robling, Planning Services Manager, Planning and Transportation department, presented the legislation. The goal was to amend the Comprehensive Plan to add additional transportation and mobility principles to be in alignment with the Accessible Transportation and Mobility Principles (ATM) that were adopted in 2022. He described the new goals and policies.

Daily asked for clarification on how to involve people with disabilities in decision making.

Council questions:



Robling said that the Comprehensive Plan applied to the entire city, so one example would be to have a member of the Council for Community Accessibility (CCA) on the proposed transportation commission. He gave additional examples like demographic questions including if a person had a disability as a roadway user.

Resolution 2024-11 (cont'd)

Council questions:

Deborah Myerson, Chair of the CCA's Transportation and Mobility Committee, expressed high praise for the legislation and its goals. There were many different needs for people with disabilities so consultation with CCA was crucial.

Public comment:

Steve Volan had been approached a couple years ago as a former councilmember by Deborah Myerson about incorporating principles into the Comprehensive Plan. He praised Myerson's activism and was pleased with the legislation.

Flaherty thanked CCA, Myerson, and Volan for their work. City plans were living documents that needed continued improvements. It was important to track metrics, but current ones were flawed and needed revisions in order to be more useful for informed decision making. He acknowledged Greg Alexander's comments and expressed interested in the Safe Streets for All action plans and building in accountability as was done with the Traffic Commission.

Council comments:

Rollo thanked CCA, Planning and Transportation department, and Deborah Myerson. It was important to be cognizant of all types of needs in the community. He commented about misplaced priorities with funding, given there were limited funds.

The motion received a roll call vote of Ayes: 9, Nays: 0, Abstain: 0.

Vote to adopt Resolution 2024-11  
[7:51pm]

Stosberg moved and Ruff seconded that Resolution 2024-12 be introduced and read by title and synopsis only. The motion was approved by voice vote. Bolden read the legislation by title and synopsis.

Resolution 2024-12 – Resolution  
on Budgeting Excellence and  
Strategic Transformation  
[7:51pm]

Stosberg moved and Ruff seconded to adopt Resolution 2024-12.

Asare presented the legislation which focused on outcome driven policies and processes. It was ideal to align the budget with intended outcomes. He gave examples of possible changes the city could make. The goal was to align resources with the most critical community priorities, to define success, and to measure progress. He acknowledged concerns and limitations.

Rollo asked how consensus could be done to include the public.

Council questions:

Asare said the key was to be purposeful with determining priorities, and to obtain feedback from the public. It needed to be ongoing.

Stosberg asked how priorities would be determined, and how items like the Comprehensive Plan's goals would be incorporated.

Asare said there were many city plans that needed to be operationalized. The legislation was a start and would prioritize goals amongst all the city plans, which could be built upon.

There was brief discussion on potentially making an amendment to require incorporating existing city plans.

Piedmont-Smith asked if Asare had spoken with the mayor or controller.

Asare said he had and their input was included in the legislation.

Piedmont-Smith asked if the mayor would collaborate if the legislation passed.  
Asare said yes.

Resolution 2024-12 (cont'd)  
Council questions:

Stosberg asked how overlapping categories would be addressed.  
Asare responded that prioritization would be ongoing and continuously improved upon. He gave some examples.

Piedmont-Smith asked how to increase resident engagement.  
Asare said it was important to consider what residents wanted to discuss, and to go to them.  
Piedmont-Smith asked if the task force would develop plans.  
Asare said yes.

There was no public comment.

Public comment:

Piedmont-Smith appreciated the legislation and thought it was a better way to determine the budget.

Council comments:

The motion received a roll call vote of Ayes: 9, Nays: 0, Abstain: 0.

Vote to adopt Resolution 2024-12  
[8:16pm]

Stosberg moved and Ruff seconded that Ordinance 2024-13 be introduced and read by title and synopsis only. The motion was approved by voice vote. Bolden read the legislation by title and synopsis.

Ordinance 2024-13 – To Amend Title 2 of the Bloomington Municipal Code Entitled “Administration and Personnel”  
Re: Amending BMC 2.04.380 (Order of Business at Regular Sessions) [8:16pm]

Stosberg moved and Zulich seconded to adopt Ordinance 2024-13.

Piedmont-Smith passed the gavel to Stosberg and presented the legislation. She noted the confusion with public comment periods and how much time each speaker had.

Rollo asked if the rules could be suspended in the case of exceptions.  
Lucas referenced code and said yes, by a majority vote.

Council questions:

Stosberg passed the gavel to Ruff.

Stosberg moved and Ruff seconded to adopt Amendment 01 to Ordinance 2024-13. Stosberg presented the amendment.

Amendment 01 to Ordinance 2024-13

Amendment 01 Synopsis: This amendment inserts three additional Whereas clauses to explain the rationale for placing first readings of legislation before second readings and resolutions, and also adds a new Section 2 to effectuate that change in the Council’s order of business.

Steve Volan noted that council could unanimously vote to hear a first reading or postpone to later in the meeting.

Public comment:

Stosberg stated that she and Lucas had discussed the situation Volan described and they had decided it would not be problematic.

Council comments:

The motion to adopt Amendment 01 to Ordinance 2024-13 received a roll call vote of Ayes: 9, Nays: 0, Abstain: 0.

Vote to adopt Amendment 01 to Ordinance 2024-13 [8:27pm]

Jeff Richardson supported increasing public engagement. He gave examples of how to do so from prior council meetings.

Public comment:

Steve Volan noted some complications with public comment periods and time limits and benefits of having council committees.

Rollo supported the legislation since rules could be suspended.

Ordinance 2024-13 as amended

Asare spoke about using other types of meetings to engage with the public. Public comment periods should not be the only way to hear from the public. The rules could be suspended when needed.

Council comments:

Zulich thought it useful for council to be more creative in its interaction with the public.

Daily agreed it would be ideal for council to be more creative with public engagement. It was also important and equitable for public speakers to know how much time they would have.

Piedmont-Smith preferred to have rules in place instead of leaving it to the chair to determine. She said there were ongoing discussions on having different types of council meetings.

Stosberg noted constituent meetings were great for conversations with the public. She iterated some other challenges with public comment and said there were opportunities for council to engage with the public.

The motion to adopt Ordinance 2024-13 as amended received a roll call vote of Ayes: 9, Nays: 0, Abstain: 0.

Vote to adopt Ordinance 2024-13 as amended [8:41pm]

Ruff passed the gavel back to Piedmont-Smith.

Stosberg moved and Zulich seconded to adopt the new rules for public comment on agenda and non-agenda items. Piedmont-Smith provided a brief summary including state rules regarding disruptive members of the public which had been incorporated.

There were no council questions.

Council questions:

There was no public comment.

Public comment:

The motion was approved by voice vote. (Flaherty was out of the room.)

Vote to adopt new rules [8:44pm]

LEGISLATION FOR FIRST  
READING [8:44pm]

Stosberg moved and Ruff seconded that Ordinance 2024-14 be introduced and read by title and synopsis only. The motion was approved by a voice vote. Bolden read the legislation by title and synopsis.

Ordinance 2024-14 – To Amend Title 7 of the Bloomington Municipal Code Entitled “Animals” – Re: Amending Chapter 7.16 (Commercial Animal Establishment Permits); Chapter 7.54 (Fees); and Chapter 7.56 (Enforcement Procedure) [8:44pm]

Piedmont-Smith referred Ordinance 2024-14 to the Regular Session on June 12, 2024.

There was no additional public comment.

ADDITIONAL PUBLIC COMMENT  
[8:46pm]

Piedmont-Smith noted the upcoming budget advance meeting with the mayor for June 11, 2024 at 6:00pm in Council Chambers.

COUNCIL SCHEDULE [8:46pm]

Piedmont-Smith moved and Ruff seconded to move the budget advance meeting to the Allison Conference room with no objection.

Lucas reviewed upcoming council and committee meetings.

Piedmont-Smith adjourned the meeting.

ADJOURNMENT [8:48pm]

APPROVED by the Common Council of the City of Bloomington, Monroe County, Indiana upon this \_\_\_\_ day of \_\_\_\_\_, 2024.

APPROVE:

ATTEST:

\_\_\_\_\_  
Isabel Piedmont-Smith, PRESIDENT  
Bloomington Common Council

\_\_\_\_\_  
Nicole Bolden, CLERK  
City of Bloomington

## Dissent against Ordinance 2024-07

First, I wish to submit for the record that I was not permitted to make final comment on Ordinance 2024-07, as Cm. Asare moved to end debate and call the question, seconded by Cm. Zulich on May 15, 11:45p. This was done despite my objection. My objection was ignored by Council President Piedmont-Smith, and the vote was immediately taken and passed 7-2. I cannot recall ever having been intentionally prevented from making final comment in my over 20 years on the Council. So, I am submitting them in written form as per:

*2.04.160 - Expressing dissent. Any member shall have the right to express dissent from or protest against any ordinance or resolution and have the reasons entered into the record. Such dissent or protest shall be in respectful language and may be filed in writing and presented to the council not later than the next regular meeting following the date of passage of the ordinance or resolution.*

Second, I wish to add my view that this was a poor process for Council question, debate and discussion.

I want to observe that this is the largest development proposal that I have ever witnessed come before the Council – 4,250 units, 10,000+ residents. Perhaps something comparable would be Renwick, about half the area and a quarter of the density that was approved in 2003. The PUD request granted a huge increase in land value – likely 4-fold. The Renwick development was heavily scrutinized, but this one was not. In any case, the significance in terms of scale of impact should have required a thorough process. It was instead a grossly inadequate process.

Although we had until late June, the decision was to close debate on May 15<sup>th</sup>. Only one Regular Session – May 1 - devoted most of the meeting to questions and/or debate. The previous meeting afforded only 4 minutes per council member for question(s).

The final meeting on May 15 placed Ordinance 2024-07 third of four items on our legislative agenda, preceded by a presentation from the Human Rights Commission. The first and second items on the agenda were controversial, and required time and attention. This obviously shortchanged time for questions and debate that evening.

The ten conditions of approval took the meeting until past 11pm. There were changes to two of the amendments I felt were particularly important: the reduction of height (and then density) and the mandate for building type that would increase the likelihood of owner occupancy. These changes – which rendered the amendments weaker – were made without the knowledge of many on the Council (myself included) less than an hour before our Regular Session began. Such large changes so soon before the meeting prevented debate and introduction of alternatives, and this was a disservice to the Council and to the public.

I expected that owing to the late hour, with yet another item on the agenda, the Council would extend debate to our next meeting, June 5. This was still well before the legally mandated ordinance disposal date of June 28. I was shocked to find that my motion to forward consideration failed 2-7, indicating that all debate on Ordinance 2024-07 would conclude that evening. Although I had still had many questions, I asked only two, as it was soon clear that I was the only member with questions remaining. I was cognizant of the midnight rule, and didn't wish to filibuster to extend to another meeting, since it was already clear from the defeat of the previous motion that no additional meeting was to be allowed.

After Cm. Ruff concluded his final comment, 15 minutes remained for additional comment. There was no reason to conclude debate. Instead, it would have been courteous and respectful to simply ask if members *intended* to invoke the midnight rule, where two members can conclude the meeting.

Third, my comments that evening regarding the Summit Development were brief, as follows:

1. The development is so large that it would deplete services and stress infrastructure, and because a full accounting (of concurrency) was only partially conducted, we are not in a position to conclude that it wouldn't harm rather than benefit the community.
2. To ensure public good, a full traffic analysis should have been made with the necessary infrastructure improvements *before* we considered approval.
3. No questions, debate or discussion were made on the likely (now certain) use of the TIF Fund by the developer for various expensive infrastructure improvements that should be internalized by the developer.
4. The insufficiency of conditions of approval made at the last minute set the bar too low for demonstrated public good.
5. Allowing yet another, and huge development of a majority of apartments on remaining land within the city instead of prioritizing owner-occupancy just serves to perpetuate a rent trap for residents, preventing them from retaining wealth and building equity. The bar was set too low on the housing type.
6. What is the estimate in the value gained to the land by our ordinance approval? Councilmember Ruff attempted to determine this. Why wasn't this information, or at least an estimate, provided to the Council? Surely the developer knows, as does the bank who is prepared to provide the loan capital. Why is the City so incurious about knowing this? We are tasked to judge the petition on the public good rendered. How is this adequately determined without knowing what we are granting in value added to the land?
7. The cost of growth is often soft-peddled by the palliative that it will result in more taxes, and that "empty" land is of little value – those were claims made about the Summit Development. But there are studies that show that adding development is often subsidized by communities in higher taxes and fees, and expansion of services (such as public safety – where we are constantly lagging behind). There are other costs to the community that often aren't counted – pollution, congestion, crowding in schools, etc.

To conclude, the development will likely be a cost to the community, not an overall benefit. The process was inadequate especially for a proposal of such size and scope of impacts. The actions of council were disrespectful in ending debate without allowing final comment of all members of the Council, who have an obligation to their constituents to explain their vote.



**CLERK NICOLE BOLDEN**

CITY OF BLOOMINGTON

401 N Morton St, Ste. 110  
Bloomington, IN 47404

OFFICE OF THE CITY CLERK

812.349.3408  
clerk@bloomington.in.gov

**To:** Members of the Common Council

**From:** Clerk Nicole Bolden

**Date:** 10 October 24

**Re:** Interview Committee Recommendations for Board and Commissions

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The council interview committees have made the following recommendations for appointment to the following boards and commissions:

**Interview Committee Team B Recommendations:**

- For the Community Advisory on Public Safety Commission - to appoint Erin McNeil, Sharon Wainshilbaum, Robert Freeman-Day, and Zero Rose.

**Mayoral Appointment Recommendation**

- For the Historic Preservation Commission - to appoint Alyson Baer to seat M-5.  
\*Mayoral appointments for the Historic Preservation Commission will need to be voted on by the full Common Council per Bloomington Municipal Code.

**Contact**

Clerk Nicole Bolden, 812-349-3408, [clerk@bloomington.in.gov](mailto:clerk@bloomington.in.gov)

Jennifer Crossley, Deputy Clerk, 812-349-3838, [jennifer.crossley@bloomington.in.gov](mailto:jennifer.crossley@bloomington.in.gov)





## MEMO FROM COUNCIL OFFICE:

**To:** Members of the Common Council

**From:** Ash Kulak, Deputy Council Administrator/Attorney

**Date:** October 11, 2024

**Re:** Ordinance 2024-23 - To Amend Title 15 of the Bloomington Municipal Code Entitled "Vehicles and Traffic" - Re: Amending Section 15.12.010 (Stop Intersections) to one remove stop intersection on Seventh Street from Schedule A and add one multi-stop intersection on Seventh Street to Schedule B

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### Synopsis

This ordinance is sponsored by Councilmembers Flaherty, Rosenbarger, and Stosberg and amends Title 15, "Vehicles and Traffic," of the Bloomington Municipal Code. The ordinance makes the following change:

- Replaces one stop intersection with a multi-stop intersection along Seventh Street at Dunn Street.

### Relevant Materials

- Ordinance 2024-23
- Councilmember Sponsor Memo
- 180-Day Orders (4)
- Materials from previous meeting packets
  - Engineering Staff Memo for Ordinance 2024-11
  - Additional 7-Line Data for Ordinance 2024-11

### Summary

Ordinance 2024-23 proposes to amend [Section 15.12.010](#) within Title 15 ("Vehicles and Traffic") of the Bloomington Municipal Code (BMC) by converting the Seventh Street and Dunn Street intersection to a multi-stop (or all-way stop) intersection.

### History

In August 2020, [Ordinance 20-14](#) was adopted, which made various amendments in Title 15 to accommodate the design and construction of the "7-Line" project located along 7<sup>th</sup> Street. Intersections along 7<sup>th</sup> Street were converted from all-way stop locations to instead operate so that traffic on Dunn Street, Grant Street, Lincoln Street, Washington Street, and Morton Street would stop for traffic along 7<sup>th</sup> Street.

In March of 2023, the Engineering Department prepared a staff report about the 7<sup>th</sup> Street corridor along the 7-Line. The report was reviewed and discussed by both the Bicycle & Pedestrian Safety Commission (at its [March 20, 2023 Meeting](#)) and the Traffic Commission (at its [March 22, 2023 Meeting](#)). At the time, city staff recommended reinstallation of all-way stop controls along each of the five intersections along the 7-Line at 7<sup>th</sup> Street and Dunn, Grant, Lincoln, Washington, and Morton Streets.





At their March 2023 meetings, both commissions voted to support the conversion of the 7th Street and Dunn Street intersection from a one-way stop to an all-way stop, but neither commission voted to support the conversion of any other intersection along the 7-Line to an all-way stop. Consistent with the commissions' recommendations, a 180-day order was issued, pursuant to [BMC 15.08.040](#), on April 10, 2023 (effective April 12, 2023) for the intersection of 7th Street and Dunn Street, with an expiration date of October 9, 2023.

By September of 2023, after confirming that reinstallation of all-way stop control had successfully reduced crashes at 7th Street and Dunn Street, city staff sought to codify this change from one-way to all-way stop control at only this one intersection, in line with the recommendations by both commissions, which came forward as [Ordinance 23-23](#).

At the Common Council's [October 4, 2023 Regular Session](#), the Council adopted Amendment 01 to [Ordinance 23-23](#) to add three additional intersections along Seventh Street at Lincoln Street, Washington Street, and Morton Street to the list of intersections to be converted to all-way stop control. The Council passed [Ordinance 23-23](#) as amended by a vote of 5-4. Mayor John Hamilton subsequently vetoed [Ordinance 23-23](#) and sent a [veto message](#) to the Council. At its October 18, 2023 Regular Session, the Council failed to achieve a two-thirds (2/3) vote required to override the veto.

Subsequent 180-day orders for the intersection of 7th Street and Dunn Street were issued on October 5, 2023, April 10, 2024, and again on October 4, 2024. This latest 180-day order remains in effect with an expiration date of April 1, 2025.

In presenting to the Traffic Commission on April 24, 2024, city staff again recommended reinstallation of all-way stop controls at all five intersections along the 7-Line. The [packet of materials](#) for this commission meeting included Engineering Director Andrew Cibor's two reports on the 7-Line from March 2023 and April 2024, both of which summarized bicycle traffic data, transit metrics, pedestrian activity, motor vehicle traffic, parking impacts, and crash data, and applied Indiana Manual on Uniform Traffic Control Devices (MUTCD) guidance for all-way stop control to the intersections along 7th Street. The Traffic Commission voted to recommend support for instituting all-way stop control along the 7-Line at Dunn Street and Morton Street, but not at Washington Street, Lincoln Street, or Grant Street.

City staff then proposed [Ordinance 2024-11](#) to the Common Council at the [May 15, 2024 Regular Session](#) in line with the City's and Traffic Commission's recommendations to codify the changes to the intersection of 7th Street and Dunn Street that had been in place for over a year. This proposal also included codification of additional all-way stop control at the remaining four intersections on the 7-Line, including three intersections (Washington, Lincoln, and Grant) at which the Traffic Commission did not recommend reinstituting all-way stop control. At its May 15 Regular Session, the Council indefinitely postponed this item of legislation by a vote of 7-2-0. The item remains effectively defeated.



**City of Bloomington Indiana**

City Hall | 401 N. Morton St. | Post Office Box 100 | Bloomington, Indiana 47402

Office of the Common Council | (812) 349-3409 | Fax: (812) 349-3570 | email: [council@bloomington.in.gov](mailto:council@bloomington.in.gov)

**Council Consideration of Ordinance 2024-23**

Ordinance 2024-23 would codify this all-way stop at Seventh and Dunn that has been in practice for the past year with the issuance of three 180-day orders. It is needed to codify the all-way stop before the 180-day order expires in April next year. This ordinance comes in the wake of two previously unsuccessful proposed ordinances that would have codified this change but also included reinstituting all-way stop control at several other intersections along the 7-Line.

Because this ordinance only addresses the Seventh and Dunn Street all-way stop and none of the others, it is being sponsored by three councilmembers and is not being brought forward by the Engineering Department. Please note that City Engineer Andrew Cibor's memorandum from Ordinance 2024-11 is being included with this packet for your reference, but it is not a memorandum for this item of legislation. Please view the sponsor memo for more information as to why this item is being sponsored by councilmembers, in conversation with pertinent City staff.

**Contact**

The Office of the Common Council, 812-349-3409, [council@bloomington.in.gov](mailto:council@bloomington.in.gov)

**ORDINANCE 2024-23**

**TO AMEND TITLE 15 OF THE BLOOMINGTON MUNICIPAL CODE ENTITLED "VEHICLES AND TRAFFIC" - Re: Amending Section 15.12.010 (Stop Intersections) to remove one stop intersection on Seventh Street from Schedule A and add one multi-stop intersection on Seventh Street to Schedule B**

- WHEREAS, based on a list of recommended priority projects in the City of Bloomington Transportation Plan, the city constructed a two-way protected bicycle lane and multiple transit and pedestrian safety improvements on Seventh Street from the B-Line Trail to North Woodlawn Avenue in 2021 (the “7-Line project”); and
- WHEREAS, in developing the 7-Line project, a desire to create a transit and bicycle priority corridor that improved east-west transportation efficiency for these priority transportation modes led to the adoption of Ordinance 20-14, which removed all-way stop intersections along Seventh Street at Morton Street, Washington Street, Lincoln Street, Grant Street, and Dunn Street, replacing them with minor road stop controlled intersections; and
- WHEREAS, the new infrastructure to prioritize transit and bicycle efficiency and to improve safety for vulnerable street users has proven to be effective along the 7-Line corridor overall—both increasing activity for these priority transportation modes and improving safety for pedestrians and bicyclists; and
- WHEREAS, due to an increase in the number of collisions and an analysis of the collisions at Seventh Street and Dunn Street, the City Engineer recommended codifying an all-way stop at this intersection in the spring of 2023; and
- WHEREAS, the Traffic Commission and the Bicycle and Pedestrian Safety Commission also recommended codifying an all-way stop intersection at Seventh Street and Dunn Street; and
- WHEREAS, the intersection of Seventh Street and Dunn Street has operated as an all-way stop controlled intersection since April 12, 2023 under reissued 180-Day Orders; and
- WHEREAS, this ordinance is necessary to codify the all-way stop intersection at Seventh Street and Dunn Street before the current 180-Day Order expires on April 1, 2025; and
- WHEREAS, in considering the potential addition of all-way stop intersections elsewhere along the 7-Line project, the Traffic Commission and the Bicycle and Pedestrian Safety Commission did not recommend the addition of all-way stop intersections at Washington Street, Lincoln Street, or Grant Street;<sup>1</sup> and
- WHEREAS, the 7-Line project’s establishment of a priority transit and bicyclist corridor has meaningfully advanced several city goals or policies, including Comprehensive Plan Goals 6.1 *Increase Sustainability*, 6.2 *Improve Public Transit*, 6.3 *Improve the Bicycle and Pedestrian Network*, and 6.4 *Prioritize Non-Automotive Modes*; and
- WHEREAS, the Common Council wishes to work with the City Engineer, Planning and Transportation staff and other relevant city staff to consider traffic control devices, traffic calming measures, and safety interventions other than multi- stop intersections to mitigate the possibility of collisions along the 7-Line project while still maintaining its effectiveness as a priority transit and bicycle corridor; and
- WHEREAS, the City Engineer, Planning and Transportation staff, and other relevant city staff have agreed to work with interested council members to collaborate on these potential safety interventions;

---

<sup>1</sup> Regarding the Morton Street intersection, the Traffic Commission voted in favor of an all-way stop, while the Bicycle and Pedestrian Safety Commission, considering AWS intersections as a package, did not recommend the addition of an all-way stop intersection.

NOW THEREFORE, BE IT HEREBY ORDAINED BY THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, THAT:

SECTION 1. Section 15.12.010, entitled “Stop Intersections” shall be amended by deleting the following from Schedule A:

| Delete      |                           |
|-------------|---------------------------|
| TRAFFIC ON  | SHALL STOP FOR TRAFFIC ON |
| Dunn Street | Seventh Street            |

SECTION 2. Section 15.12.010, entitled “Stop Intersections” shall be amended by adding the following to Schedule B:

| Add                          |       |
|------------------------------|-------|
| Seventh Street & Dunn Street | 3-Way |

SECTION 3. If any section, sentence or provision of this ordinance, or application thereof to any person or circumstances shall be declared invalid, such invalidity shall not affect any of the other sections, sentences, provisions or application of this ordinance which can be given effect without the invalid provision or application, and to this end the provisions of this ordinance are declared to be severable.

SECTION 4. This ordinance shall be in effect after its passage by the Common Council and approval of the Mayor, any required publication, and, as necessary, other promulgation in accordance with the law.

PASSED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
ISABEL PIEDMONT-SMITH, President  
Bloomington Common Council

ATTEST:

\_\_\_\_\_  
NICOLE BOLDEN, Clerk  
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
NICOLE BOLDEN, Clerk,  
City of Bloomington

SIGNED and APPROVED by me upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
KERRY THOMSON, Mayor  
City of Bloomington

SYNOPSIS

This ordinance is sponsored by Councilmembers Flaherty, Rosenbarger, and Stosberg and amends Title 15, “Vehicles and Traffic,” of the Bloomington Municipal Code. The ordinance makes the following change:

- Replaces one stop intersection with a multi-stop intersection along Seventh Street at Dunn Street.

**From:** Councilmembers Kate Rosenbarger (District 2), Hopi Stosberg (District 3), and Matt Flaherty (At-Large)

**To:** City Council Colleagues

**RE:** Ordinance 2024-23, codifying the all-way stop sign at 7th and Dunn St.

**Date:** October 11, 2024

We are bringing forward an ordinance to codify the multi-stop intersection at E. 7th st. and Dunn St. Converting the intersection of Dunn and 7th St. to a multi-stop intersection has been a point of agreement between the Engineering Department, the Traffic Commission, the Bicycle and Pedestrian Safety Commission, and Council members based on the traffic volume and crash data at that intersection.

A temporary 180-day order was first effective on April 12, 2023 and that temporary measure has continued to be reissued since then. The current order expires on April 1, 2025. To avoid engineering needing to extend that order for an additional time, we urge council to codify this multi-stop intersection.

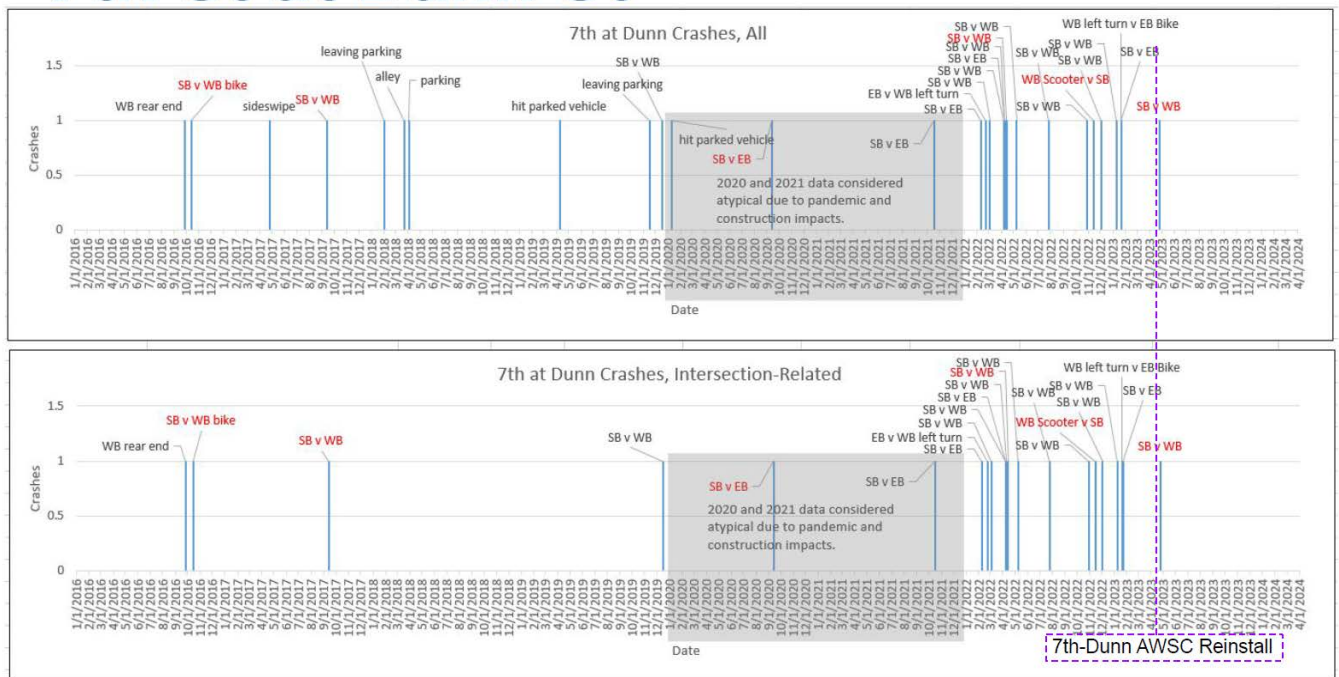
The 7-Line Project was developed in 2021 as a priority bicycle, pedestrian, and transit corridor. As part of this project, stop signs along 7th street were removed at the intersections of Dunn, Grant, Lincoln, Washington, and Morton to allow uninterrupted operation of bicycles and transit vehicles. As referenced above, the intersection of 7th and Dunn was changed to a multi-stop intersection by temporary order in April 2023. Since the protected bicycle lane was installed there has been a dramatic increase in cycling traffic along 7th street. In the council packet from May 15, 2024, Andrew Cibor, Director of Engineering, shared that there has been an increase in bicycle and scooter traffic of 27-50% in areas that had existing bike lanes and an increase in over 200% in the blocks that previously had no bicycle infrastructure at all. Based on increased bicycle usage alone, the 7-line has been a wildly successful infrastructure project, increasing the usage of 7th street by cyclists and scooters. One part of what makes this a desirable cycling corridor is that a cyclist can continue to ride uninterrupted from Dunn to Walnut.

Other infrastructure changes have improved safety and accessibility for pedestrians and transit riders. Pedestrian crossing distances were shortened on 7th street and cross streets, E-W pedestrian crossings were converted to raised crosswalks, improvements were made to curb cuts and sidewalks to allow for greater accessibility, and the protected bike lane acts as a pedestrian island. A dedicated transit island was added to the corner of 7th and Woodlawn for easier and safer boarding. While it is difficult to accurately compare pedestrian and transit usage with pre-project levels, these safety measures and added infrastructure have allowed for increased safety and greater accessibility for all users. Post-project data has shown a decrease in pedestrian related crashes along the corridor.

A version of this ordinance has been brought to council for consideration on two other occasions. Both of those prior ordinances have failed in one way or another due to inclusion of additional stop sign codification. Data does show that, on average, traffic along 7th street exceeds posted speed limits and that cross traffic has failed to yield to vehicles traveling along 7th street. This has resulted in crashes at intersections along the corridor. The sponsors agree that additional interventions may be warranted along 7th street to slow 7th street traffic and bring greater awareness to cross traffic, but also recognize that installation of additional stop signs on 7th street will reduce the effectiveness of this as a priority bicycle corridor. The sponsors are very interested in having continued conversations with Engineering and the implementation of other interventions at intersections that will reduce the potential for crashes without negatively impacting cycling along the corridor.

Below you will find crash data from the intersection of Dunn and 7th St. The most recent crash data for Q3 of 2024 and traffic and bicycle counts is forthcoming from the engineering department and is expected to be available prior to the second reading of this ordinance on November 6, 2024.

## 7th St at Dunn St



## 180-DAY ORDER

Pursuant to Bloomington Municipal Code § 15.08.040 I hereby issue this 180-Day Order, the details of which are described in detail below, for the following reason(s):

- ☒ To make and enforce temporary regulations;
- ☐ To make and enforce experimental regulations;
- ☐ To make and enforce regulations necessary to deal with emergencies; and/or
- ☐ To make and enforce regulations necessary to deal with special conditions.

In the fall of 2021, all-way stop control was removed from the intersection of 7<sup>th</sup> Street and Dunn Street in coordination with the multimodal 7-Line project. In the new configuration, 7<sup>th</sup> Street is free-flow and only Dunn Street has a stop sign. This Request originated from a review of crash data along the corridor and a 7-Line project status report that was requested by the City's Bicycle & Pedestrian Safety Commission, Traffic Commission, and other community members. The crash data for the intersection of 7<sup>th</sup> Street and Dunn Street shows a significant increase in intersection related crashes that are susceptible to correction with the installation of all-way stop control. In order to reduce crash risk at this intersection, it will be converted back to all-way stop control. Implementation of this change requires installation of appropriate pavement markings and signs. This proposed change was supported by the Bicycle & Pedestrian Safety Commission and Traffic Commission at their March 2023 meetings. After careful review and consideration the Request has been granted and the following actions will be implemented:

Install all-way stop control at the intersection of 7<sup>th</sup> Street and Dunn Street.

Questions regarding this Order shall be directed to the City Engineer.



Signature of City Engineer



Date

**Effective Date:** 4/12/2023

**Expiration Date:** 10/9/2023

**Case Number:** 23-01



## **180-DAY ORDER**

Pursuant to Bloomington Municipal Code § 15.08.040 I hereby issue this 180-Day Order, the details of which are described in detail below, for the following reason(s):

- ☒ To make and enforce temporary regulations;
- ☐ To make and enforce experimental regulations;
- ☐ To make and enforce regulations necessary to deal with emergencies; and/or
- ☐ To make and enforce regulations necessary to deal with special conditions.

In the fall of 2021, all-way stop control was removed from the intersection of 7<sup>th</sup> Street and Dunn Street in coordination with the multimodal 7-Line project. In the new configuration, 7<sup>th</sup> Street is free-flow and only Dunn Street has a stop sign. This Request originated from a review of crash data along the corridor and a 7-Line project status report that was requested by the City's Bicycle & Pedestrian Safety Commission, Traffic Commission, and other community members. The crash data for the intersection of 7<sup>th</sup> Street and Dunn Street shows a significant increase in intersection related crashes that are susceptible to correction with the installation of all-way stop control. In order to reduce crash risk at this intersection, it will be converted back to all-way stop control. Implementation of this change requires installation of appropriate pavement markings and signs. This proposed change was supported by the Bicycle & Pedestrian Safety Commission and Traffic Commission at their March 2023 meetings. After careful review and consideration the Request has been granted and the following actions will be implemented:

Install all-way stop control at the intersection of 7<sup>th</sup> Street and Dunn Street.

Questions regarding this Order shall be directed to the City Engineer.

  
\_\_\_\_\_  
Signature of City Engineer

10/5/2023  
\_\_\_\_\_  
Date

**Effective Date:** 4/12/2023  
**Expiration Date:** 4/6/2024

*\*Reissued on 10/5/2023 to extend expiration  
from 10/9/2023 to 4/6/2024 under the 180-day  
Orders Policy.*

**Case Number:** 23-01



## 180-DAY ORDER

Pursuant to Bloomington Municipal Code § 15.08.040 I hereby issue this 180-Day Order, the details of which are described in detail below, for the following reason(s):

- ☒ To make and enforce temporary regulations;
- ☐ To make and enforce experimental regulations;
- ☐ To make and enforce regulations necessary to deal with emergencies; and/or
- ☐ To make and enforce regulations necessary to deal with special conditions.

In the fall of 2021, all-way stop control was removed from the intersection of 7<sup>th</sup> Street and Dunn Street in coordination with the multimodal 7-Line project. In the new configuration, 7<sup>th</sup> Street is free-flow and only Dunn Street has a stop sign. This Request originated from a review of crash data along the corridor and a 7-Line project status report that was requested by the City's Bicycle & Pedestrian Safety Commission, Traffic Commission, and other community members. The crash data for the intersection of 7<sup>th</sup> Street and Dunn Street shows a significant increase in intersection related crashes that are susceptible to correction with the installation of all-way stop control. In order to reduce crash risk at this intersection, it will be converted back to all-way stop control. Implementation of this change requires installation of appropriate pavement markings and signs. This proposed change was supported by the Bicycle & Pedestrian Safety Commission and Traffic Commission at their March 2023 meetings. After careful review and consideration the Request has been granted and the following actions will be implemented:

Install all-way stop control at the intersection of 7<sup>th</sup> Street and Dunn Street.

Questions regarding this Order shall be directed to the City Engineer.



Signature of City Engineer



Date

**Effective Date:** 4/12/2023

**Expiration Date:** 10/3/2024

*\*Reissued on 4/10/2024 to extend expiration from 4/6/2024 to 10/3/2024 under the 180-day Orders Policy.*

**Case Number:** 23-01

## 180-DAY ORDER

Pursuant to Bloomington Municipal Code § 15.08.040 I hereby issue this 180-Day Order, the details of which are described in detail below, for the following reason(s):

- ☒ To make and enforce temporary regulations;
- ☐ To make and enforce experimental regulations;
- ☐ To make and enforce regulations necessary to deal with emergencies; and/or
- ☐ To make and enforce regulations necessary to deal with special conditions.

In the fall of 2021, all-way stop control was removed from the intersection of 7<sup>th</sup> Street and Dunn Street in coordination with the multimodal 7-Line project. In the new configuration, 7<sup>th</sup> Street is free-flow and only Dunn Street has a stop sign. This Request originated from a review of crash data along the corridor and a 7-Line project status report that was requested by the City's Bicycle & Pedestrian Safety Commission, Traffic Commission, and other community members. The crash data for the intersection of 7<sup>th</sup> Street and Dunn Street shows a significant increase in intersection related crashes that are susceptible to correction with the installation of all-way stop control. In order to reduce crash risk at this intersection, it will be converted back to all-way stop control. Implementation of this change requires installation of appropriate pavement markings and signs. This proposed change was supported by the Bicycle & Pedestrian Safety Commission and Traffic Commission at their March 2023 meetings. After careful review and consideration the Request has been granted and the following actions will be implemented:

Install all-way stop control at the intersection of 7<sup>th</sup> Street and Dunn Street.

Questions regarding this Order shall be directed to the City Engineer.

  
\_\_\_\_\_  
Signature of City Engineer

10/4/2024  
\_\_\_\_\_  
Date

**Effective Date:** 4/12/2023  
**Expiration Date:** 4/1/2025

*\*Reissued on 10/4/2024 to extend expiration from 10/3/2024 to 4/1/2025 under the 180-day Orders Policy.*

**Case Number:** 23-01

## MEMORANDUM

**To:** Common Council

**From:** Andrew Cibor, City Engineer

**Date:** April 29, 2024

**Re:** Proposed Ordinance # 2024-11, to make amendments to Title 15

---

Ordinance #2024-11 proposes changes to the Title 15 - Vehicles and Traffic section of the Bloomington Municipal Code regarding stop sign control at the Seventh Street intersections with Morton Street, Washington Street, Lincoln Street, Grant Street, and Dunn Street. The Ordinance would result in the reinstallation of all-way stop control at these intersections given a concerning pattern of crashes at these locations since the all-way stops were removed in 2021. Since the completion of the 7-Line project, a large proportion of the corridor-wide crashes are occurring at these intersections and are susceptible to correction with the reinstallation of all-way stop control. Staff believe that all-way stop control installation is appropriate at these intersections and would be consistent with the City's recently adopted goal of zero traffic deaths and serious injuries on the City's roadways.

The attached Traffic Commission Staff Report provides additional data and context regarding the proposed ordinance. The Traffic Commission discussed the report at their April 24, 2024 meeting and took the following votes:

- 7-0 (passed) - Recommend support for all-way stop at the Dunn Street intersection
- 3-4 (failed) - Recommend support for all-way stop at the Morton Street, Washington Street, Lincoln Street, Grant Street, and Dunn Street intersections
- 5-2 (passed) - Recommend support for all-way stop at the Morton Street intersection

The ordinance includes the following changes:

- Section 1:
  - Removes five stop intersections on Seventh Street (Morton Street, Washington Street, Lincoln Street, Grant Street, and Dunn Street)
- Section 2:
  - Adds five all-way stop intersections on Seventh Street (Morton Street, Washington Street, Lincoln Street, Grant Street, and Dunn Street)

The cost of adding or removing signs, posts, pavement markings, etc. is covered within the City's annual operating budget.

Attachment:

- April 24, 2024 Traffic Commission Staff Report - 7-Line Project Update and All-Way Stop Control Installation (with 5 associated attachments)

The following information was provided by City Engineer Andrew Cibor in response to an individual councilmember's questions about additional data and information needed to consider Ordinance 2024-11. The questions are in black font, and staff's answers are in blue font:

- Trends - can we get an update on scooter/bicycle use? At the time of the last count, bike/scooter data had increased 259% along the corridor. Unfortunately I have limited new data to share on this topic given we have very limited 'before' data and we did not collect new 'after' data during a comparable time period (the before counts that were a part of the 259% calculation were conducted in winter months). We do have the permanent bicycle counter data adjacent to IU's campus and I can share some additional information from that location but it also has limitations (it doesn't count scooters). The permanent bike lane counter seems to suggest bicycle traffic is showing signs of slight continued growth.
- Motor vehicle traffic - can we get another round of traffic counts, similar to what was previously done? We could; however, with IU being on summer break it would be hard to draw many conclusions when comparing volume levels unless we waited until the fall. I do not expect traffic volumes to be significantly different from previous data collection efforts.
- Motor vehicle traffic - can we get an update on traffic speeds, similar to what was previously done? Similar response regarding the traffic count data while IU is on summer break. I don't expect new measured speeds to be significantly different than the most recent measurements.
- Crash data - can we get more details on types of crashes - fatal/serious injury vs. fender bender, number of pedestrians involved in crashes, number of scooters involved in crashes, and number of bicycles involved in crashes. And similar to your previous report, can this data be shown quarterly? Attached are 3 presentation slides showing quarterly crashes (total reported crashes, injury reported crashes, and vulnerable road user crashes). Some additional details you may be interested in that are not captured in those slides: 1) There are no fatal crashes in the before or after periods. 2) There has been 1 incapacitating injury crash in the 'after' period (2.25 year time period) but there were 5 in the 'before' (4 year time period). The 1 incapacitating injury crash since the 7-Line project involves a bicyclist in the protected bicycle lane and a vehicle entering the driveway ~30' west of the Washington St intersection.
- Bike/Ped Commission - is this ordinance going before bike/ped for their recommendation? The October 2023 version did, and I would like to see that in this process as well. I understand your desire. Unfortunately Bike/Ped didn't have a meeting in April due to conflicts with the eclipse and we've been trying to resolve the long-standing 180-day order in place at the Dunn St intersection. We are planning on discussing this topic with the BPSC at their meeting next week so I'll be able to provide Council an update of their feedback.



Inserting the 2 tables below - can you tell me the timeline for this data? Is it updated based on the previous 12 months, so roughly 6 months different from the October 2023 table? Thank you for your clarification! The memo from last year reflected crash data from January 2022 through the beginning of March 2023. The 2024 memo reflects crash data from January 2022 through the end of March 2024. That being said, the values in these tables reflect the highest number of reported crashes within a 12-month window that are susceptible to correction during the time period listed (does that help? I can see it being confusing and I may not be doing a good job describing it - sorry!)

#### From October 2023 Memo

| Intersection Cross Street | Interim measure for traffic signal installation? | ≥ 5 reported crashes susceptible to correction by all-way stop? | Meets minimum volume threshold? | Meets a combination of thresholds to at least 80% of values? |
|---------------------------|--|---|---------------------------------|--|
| Morton St                 | No   | No (3)*   | No                              | No   |
| Washington St             | No   | Yes (5)*  | No                              | N/A  |
| Lincoln St                | No   | Yes (5)*  | No                              | N/A  |
| Grant St                  | No   | No (4)  | No                              | No   |
| Dunn St                   | No   | Yes (12)  | Yes**                           | N/A  |

\*This criteria uses a rolling 12-month period. For intersections that did not have at least 5 crashes during the 2022 year of crash data (1/1/2022 through 12/31/2022), a subsequent evaluation was performed to search for a higher 12-month period using data available to date (e.g. 2/1/2022 through 1/31/2023). The Morton, Washington, and Lincoln intersections yielded an increase with this evaluation. When looking only at 2022 data, Morton had 2 crashes, Washington had 4 crashes, and Lincoln had 4 crashes.

\*\*The Dunn Street intersection did not meet the minimum volume criteria based on pre-project data, but does meet the criteria using post-project data.

#### From May 2024 Memo

**Table 1 - IN MUTCD All-Way Stop Evaluation (2022-current)**

| Intersection Cross Street | Interim measure for traffic signal installation? | ≥ 5 reported crashes susceptible to correction by all-way stop in a 12-month period? | Meets minimum volume threshold? | Meets a combination of thresholds to at least 80% of values? |
|---------------------------|--|--|---------------------------------|--|
| Morton St                 | No   | No (3)   | No                              | No   |
| Washington St             | No   | Yes (5)  | No                              | N/A  |
| Lincoln St                | No   | Yes (7)  | No                              | N/A  |
| Grant St                  | No   | Yes (6)  | No                              | N/A  |
| Dunn St                   | No   | Yes (12)   | Yes*                            | N/A  |

\*The Dunn Street intersection did not meet the minimum volume criteria based on pre-project data, but does meet the criteria using post-project data.

## MEMO FROM COUNCIL OFFICE:

**To:** Members of the Common Council

**From:** Ash Kulak, Deputy Council Administrator/Attorney

**Date:** October 11, 2024

**Re:** Ordinance 2024-22 – To Fix the Salaries of Appointed Deputies and Employees of the Bloomington City Clerk for the City of Bloomington, Monroe County, Indiana for the Year 2025

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### Synopsis

This salary ordinance establishes the 2025 maximum salaries for Bloomington City Clerk employees.

### Relevant Materials

- Ordinance 2024-22
- Staff Memo from Clerk Bolden

### Summary

Ordinance 2024-22 would set the salaries for Clerk staff pursuant to [Indiana Code 36-4-7-3](#) subsection (d). This subsection permits the city clerk, with the approval of the legislative body, to fix the salaries of employees and deputies appointed under IC 36-4-11-4. [Indiana Code 36-4-11-4](#) generally authorizes the city clerk to appoint deputies and employees authorized by the legislative body. These deputies and employees serve at the clerk's pleasure.

This year, this ordinance is coming separately from the ordinance in which the Mayor sets the salaries for all appointed officials and city employees (see materials for Ordinance 2024-20). This is coming after several conversations between the Clerk and members of the administration in order to align priorities with what is permissible under state code.

The ordinance fixes the salaries for four positions, Chief Deputy Clerk (Grade 7), Deputy Clerk of Communications & Outreach (Grade 7), and two Deputy Clerk positions (both Grade 6). Please view the staff memorandum by Clerk Bolden for more information on the rationale behind the salaries included in the ordinance.

### Contact

Nicole Bolden, City Clerk, 812-349-3408, [boldenn@bloomington.in.gov](mailto:boldenn@bloomington.in.gov)

**ORDINANCE 2024-22**

**TO FIX THE SALARIES OF APPOINTED DEPUTIES AND EMPLOYEES OF THE  
BLOOMINGTON CITY CLERK FOR THE CITY OF BLOOMINGTON, MONROE  
COUNTY, INDIANA FOR THE YEAR 2025**

WHEREAS, under Indiana Code 36-4-7-3(d), the City Clerk may fix the salaries of its deputies and employees appointed under Indiana Code 36-4-11-4; and

WHEREAS, the Bloomington City Clerk wishes to fix the annual salaries for appointed deputies and employees pursuant to I.C. 36-4-7-3(d);

Now, therefore, be it hereby ordained by the Common Council of the City of Bloomington, Monroe County, Indiana that:

SECTION 1: I, Nicole Bolden, Clerk of the City of Bloomington, Indiana, as referenced by Indiana Code § 36-4-7-3 and § 36-4-11-4, and subject to the approval of the Bloomington Common Council, fix the maximum annual salaries for the following appointed deputies and employees of the City of Bloomington, Indiana, beginning January 1, 2025, and continuing after that until duly changed, and request that the Common Council approve such salary rates of said city.

SECTION 2: Where more than one position shares the same job title indicated, the number of positions that share the job title is given in parentheses after the job title.

| <u><b>Job Title</b></u>                   | <u><b>Grade</b></u> | <u><b>Maximum Base Salary</b></u> |
|---|---------------------|-----------------------------------|
| Chief Deputy Clerk                        | 7                   | \$76,745.94                       |
| Deputy Clerk of Communications & Outreach | 7                   | \$69,948.58                       |
| Deputy Clerk (2)                          | 6                   | \$68,356.75                       |

SECTION 3: This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

SECTION 4: If any section, sentence, or provision of this ordinance, or the application thereof to any person or circumstance, shall be declared invalid, such invalidity shall not affect any of the other sections, sentences, provisions, or applications of this ordinance which can be given effect without the invalid section, sentence, provision or application, and to this end the provisions of this ordinance are declared to be severable.

PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

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ISABEL PIEDMONT-SMITH, President  
Bloomington Common Council

ATTEST:

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NICOLE BOLDEN, Clerk  
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
NICOLE BOLDEN, Clerk  
City of Bloomington

SIGNED and APPROVED by me upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
KERRY THOMSON, Mayor  
City of Bloomington

SYNOPSIS:

This salary ordinance establishes the 2025 maximum salaries for Bloomington City Clerk employees.





## OFFICE OF THE CITY CLERK

## 2025 Budget Memo

**To:** Members of the City of Bloomington Common Council

**From:** Clerk Nicole Bolden

**CC:** Mayor Kerry Thomson, Jessica McClellan, Controller, and Lisa Lehner, Council Attorney.

**Date:** October 11, 2024

**Subject:** 2025 Salary Ordinance 2024-22 for Appointed Deputies and Employees of the Bloomington City Clerk.

Ordinance 2024-22 fixes the salaries for appointed deputies and employees of the Bloomington City Clerk.

Until 2025, positions in the Clerk's office were listed in the civil city salary ordinance. Under Indiana Code 36-4-7-3(d), the City Clerk may fix the salaries of its deputies and employees appointed under Indiana Code 36-4-11-4. Beginning in 2025, the Clerk's positions will be listed in a separate salary ordinance specific to the Clerk's office.

The Bloomington City Clerk requests the approval of the maximum annual salaries for appointed deputies and employees pursuant to I.C. 36-4-7-3(d).

The office's salaries partially reflect changes recommended in the Classification and Compensation Study conducted in 2023 and changes to full-time staff salaries based on reorganizing the Clerk's staff structure.

I respectfully request your approval of Ordinance 2024-22. Please do not hesitate to contact me with any questions or concerns.

## MEMO FROM COUNCIL OFFICE:

**To:** Members of the Common Council

**From:** Ash Kulak, Deputy Council Administrator/Attorney

**Date:** October 11, 2024

**Re:** Ordinance 2024-20 – An Ordinance to Fix the Salaries of Appointed Officers, Non-Union, and A.F.S.C.M.E. Employees for All the Departments of the City of Bloomington, Monroe County, Indiana for the Year 2025

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### Synopsis

Ordinance 2024-20 sets the maximum 2025 salary for all appointed officers, non-union, and A.F.S.C.M.E. employees for all the departments of the City of Bloomington, Indiana.

### Relevant Materials

- Ordinance 2024-20
- Staff Memo from Human Resources

### Summary

Ordinance 2024-20 would fix the salaries for all appointed officers and all City employees, union and non-union, that are not fixed in another salary ordinance. This year, the Human Resources Department has implemented the results of the Crowe Classification and Compensation Study within this salary ordinance to reflect the updated job grades for each position listed. The new job grades were approved by the Council at the June 18, 2024 Regular Session in Ordinance 2024-15 and go into effect January 1, 2025.

This ordinance sets forth the title, grade, number, and salary ranges for city employee positions and board members not covered by other salary ordinances. It also covers other provisions affecting compensation, including shift differentials, treatment of transfers, gainsharing, emergency call out, on-call status, temporary reassignments, tool allowances, licenses and certifications, night and swing shifts, holiday pay, common law positions, employee recognition longevity payments, and incentive payments or reimbursements.

State law details how salaries for appointive officers, deputies, and other employees should be fixed. Under I.C. 36-4-7-3, the city executive shall fix the compensation of each appointive officer, deputy, and other employee of the city, subject to the approval of the city legislative body. The Council may reduce but may not increase any compensation fixed by the executive. Compensation must be fixed not later than November 1 of each year for the ensuing budget year.

The city clerk may, with the approval of the legislative body, fix the salaries of deputies and employees appointed under IC 36-4-11-4. This year, the salaries for the deputies and employees appointed by the Clerk appear in a separate salary ordinance (see materials for Ordinance 2024-22).

### Contact

Sharr Pechac, Human Resources Director, 812-349-3404, [sharr.pechac@bloomington.in.gov](mailto:sharr.pechac@bloomington.in.gov)  
Erica De Santis, Director of Compensation & Benefits, Human Resources, 812-349-3404, [erica.desantis@bloomington.in.gov](mailto:erica.desantis@bloomington.in.gov)

**ORDINANCE 2024-20**

**AN ORDINANCE TO FIX THE SALARIES OF APPOINTED OFFICERS, NON-UNION, AND A.F.S.C.M.E. EMPLOYEES FOR ALL THE DEPARTMENTS OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA FOR THE YEAR 2025**

BE IT HEREBY ORDAINED BY THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, THAT:

**SECTION 1:** From and after the first day of January 2025, the salary and pay schedule for the following appointed officers and employees of the City of Bloomington, be fixed as follows:

**SALARY SCHEDULE AS PRESENTED BY MAYOR KERRY THOMSON TO THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON:**

I, Kerry Thomson, Mayor of the City of Bloomington, Indiana, as required by Indiana Code § 36-4-7-3, hereby fix the salaries and pay schedule for the following appointed officers and employees of the City of Bloomington, Indiana, beginning January 1, 2025, and continuing thereafter until duly changed, and request that such salary rates be approved by the Common Council of said city.

In addition to the salaries of appointed officers and employees of the Civil City, this ordinance also contains the salaries of the appointed officers and employees of the City Utilities Department, which have been approved by the Utility Services Board pursuant to Indiana Code § 8-1.5-3-4.

Until 2025, certain positions in the Clerk’s office and non-contractual fire and police employees were listed in this salary ordinance. Beginning 2025, the Clerk’s positions shall be listed in a separate salary ordinance specific to the Clerk’s office, and the non-contractual fire and police positions shall be listed in the Safety Officer salary ordinance.

For employees not covered by a collective bargaining agreement (non-union), the maximum rates listed below reflect the maximum annual salary for each job grade for a regular full-time employee. These ranges are based on full-time hours worked and will be prorated for part-time employees.

For Labor, Trades and Crafts employees, the maximum rates listed below reflect the maximum longevity-based hourly rate for each job grade in accordance with the Step Charts continued in the Work Agreement between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E.

Where more than one position share the same job title in the department indicated, the number of positions that share the job title is given in parentheses after the job title.

| <u>Department/Job Title</u>                      | <u>Grade</u> |
|--|--------------|
| <u>Board of Public Safety</u>                    |              |
| Board Members                                    |              |
| <u>Common Council</u>                            |              |
| Council Administrator/Attorney                   | 12           |
| Deputy Administrator/Deputy Attorney             | 10           |
| Assistant Administrator/Legal Research Assistant | 5            |

**Community and Family Resources Department**

|                                     |    |
|-------------------------------------|----|
| Director                            | 13 |
| Director – Safe & Civil City        | 9  |
| CBVN Coordinator                    | 8  |
| Special Projects Program Specialist | 8  |
| Ambassador Program Manager          | 9  |
| After Hours Ambassador (2)          | 8  |
| Latino Outreach Coordinator         | 8  |
| Special Projects Coordinator (2)    | 8  |
| Office Manager/Program Assistant    | 5  |

**Controller’s Department**

|  |    |
|--|----|
| Controller                                 | 14 |
| Deputy Controller                          | 12 |
| Director of Auditing and Financial Systems | 11 |
| Accounting and Procurement Manager         | 8  |
| Data Analyst and Manager                   | 8  |
| Purchasing Manager                         | 8  |
| Grant Research and Sourcing Manager        | 7  |
| Payroll Systems Manager                    | 7  |
| Senior Accounts Payable/Revenue Clerk      | 6  |
| Accounts Payable/ Revenue Clerk (3)        | 5  |

**Department of Economic and Sustainable Development**

|   |    |
|---|----|
| Director  | 13 |
| Capital Projects Manager                          | 9  |
| Assistant Director of Sustainability              | 10 |
| Assistant Director for Small Business Development | 10 |
| Assistant Director for the Arts                   | 10 |
| Special Projects Manager                          | 9  |
| Transportation Demand Manager                     | 9  |
| Sustainability Program Coordinator                | 8  |
| Administrative Assistant                          | 5  |

**Engineering Department**

|                                  |    |
|----------------------------------|----|
| City Engineer                    | 14 |
| Senior Project Engineer          | 12 |
| Traffic Engineer                 | 11 |
| Project Engineer                 | 11 |
| Senior Project Manager           | 10 |
| Project Manager (3)              | 8  |
| Public Improvements Manager      | 8  |
| Engineering Field Specialist (3) | 7  |
| Engineering Technician           | 6  |
| Transportation Technician        | 6  |
| Administrative Assistant         | 5  |

**HAND Department**

|                                     |    |
|-------------------------------------|----|
| Director                            | 13 |
| Assistant Director                  | 11 |
| Grant Compliance Monitor            | 6  |
| Program Manager (6)                 | 9  |
| Financial Specialist                | 7  |
| Neighborhood Compliance Officer (7) | 6  |
| Program Specialist                  | 5  |
| Rental Specialist 1                 | 4  |
| Rental Specialist 2 (2)             | 4  |

**Human Resources Department**

|                                       |    |
|---------------------------------------|----|
| Director                              | 13 |
| Assistant Director                    | 11 |
| Director of Compensation and Benefits | 10 |
| Benefits Manager                      | 9  |
| Talent Manager                        | 10 |
| Human Resources Generalist            | 8  |
| Talent Acquisition Specialist         | 7  |
| Payroll Coordinator                   | 5  |
| Talent Coordinator                    | 5  |
| Human Resources Coordinator (.8)      | 3  |

**Information and Technology Services Department**

|  |    |
|--|----|
| Director                                       | 14 |
| Assistant Director of Operations               | 12 |
| Assistant Director for Enterprise Applications | 12 |
| GIS Manager                                    | 11 |
| Technology Support Manager                     | 10 |
| Applications Infrastructure Analyst            | 10 |
| Senior Systems Administrator                   | 10 |
| Senior Network Administrator                   | 9  |
| Senior Applications Analyst                    | 9  |
| Applications Analyst (2)                       | 8  |
| Assistant System and Network Administrator     | 8  |
| Accounts and Training Specialist               | 7  |
| Digital Equity Specialist                      | 8  |
| GIS Specialist (2)                             | 8  |
| Technology Support Specialist (5)              | 6  |
| Office Manager                                 | 7  |
| GIS Technician (.75)                           | 6  |

**Legal Department****Legal**

|  |    |
|--|----|
| Corporation Counsel  | 14 |
| City Attorney  | 12 |
| Assistant City Attorney/Senior Assistant City Attorney (6) | 11 |
| Paralegal/Administrative Assistant                         | 6  |
| Administrative Assistant                                   | 4  |

**Risk Management**

|                                     |    |
|-------------------------------------|----|
| Risk Manager                        | 10 |
| Director of Safety and Training     | 7  |
| Legal/Risk Administrative Assistant | 4  |

### **Office of the Mayor**

|  |    |
|--|----|
| Deputy Mayor   | 14 |
| Communications Director                                  | 10 |
| Public Engagement Director                               | 10 |
| Special Assistant to the Mayor                           | 8  |
| Digital Brand Manager                                    | 7  |
| Program Manager - City Homelessness Response Coordinator | 7  |
| Executive Office Manager                                 | 7  |
| Legislative Affairs Specialist                           | 5  |

### **Parks Department**

|   |    |
|---|----|
| Administrator                                 | 13 |
| Operations and Development Director           | 11 |
| Recreation Services Director                  | 10 |
| Sports Services Director                      | 10 |
| Operations Superintendent                     | 9  |
| General Manager, Twin Lakes Recreation Center | 9  |
| Recreational Facilities General Manager       | 9  |
| Community Relations Manager                   | 8  |
| Recreation Services General Manager           | 9  |
| Golf Facilities Manager                       | 8  |
| Coordinator-AJB                               | 7  |
| Natural Resources Manager                     | 7  |
| Sports Facility/Program Manager               | 8  |
| Urban Forester                                | 8  |
| Urban Greenspaces Manager                     | 7  |
| Special Projects/Data Analyst Manager         | 8  |
| Membership Coordinator                        | 6  |
| Program/Facility Coordinator (5)              | 7  |
| Golf Programs Coordinator                     | 6  |
| Health/Wellness Coordinator                   | 6  |
| Natural Resources Coordinator                 | 6  |
| Community Relations Coordinator               | 6  |
| Sports/Facility Coordinator                   | 7  |
| Golf Course Superintendent                    | 7  |
| Operations Coordinator                        | 6  |

|   |         |
|---|---------|
| Digital Content Coordinator                 | 6       |
| Program Specialist (3)                      | 5       |
| Community Relations Specialist              | 5       |
| Office Manager                              | 7       |
| Sports Specialist                           | 5       |
| Customer Relations Representative (3)       | 4       |
| Employee Support Specialist                 | 5       |
| Crew Leader                                 | 110     |
| Equipment Maintenance Mechanic              | 108     |
| Equipment Maintenance Mechanic (Facilities) | 108     |
| Working Foreperson (9)                      | 108     |
| Apprentice MEO/Master MEO (3)               | 104/108 |
| Laborer (9)                                 | 104     |
| Custodian                                   | 101     |

**Planning and Transportation Department**

**Planning and Transportation Administration**

|                          |    |
|--------------------------|----|
| Director                 | 13 |
| Assistant Director       | 11 |
| Office Manager           | 5  |
| Administrative Assistant | 4  |

**Planning Services Division**

|                                    |    |
|------------------------------------|----|
| Planning Services Manager          | 10 |
| Senior Transportation Planner      | 9  |
| Bicycle and Pedestrian Coordinator | 9  |
| MPO Transportation Planner         | 7  |
| Long Range Planner                 | 7  |



**Development Services Division**

|                                  |    |
|----------------------------------|----|
| Development Services Manager     | 10 |
| Senior Zoning Compliance Planner | 8  |
| Senior Zoning Planner            | 8  |
| Senior Environmental Planner     | 8  |
| Zoning Planner (.5)              | 7  |
| Zoning Planner and GIS Analyst   | 7  |
| Zoning and Long Range Planner    | 7  |
| Zoning Compliance Planner        | 6  |

**Public Works Department**

**Public Works Administration**

|   |    |
|---|----|
| Director                                | 14 |
| Data Analyst and Manager                | 8  |
| Special Projects and Operations Manager | 8  |
| Special Projects Coordinator            | 7  |
| Office Manager                          | 5  |
| Customer Relations Representative       | 4  |
| Board Members                           |    |

**Animal Care and Control**

|                              |     |
|------------------------------|-----|
| Director                     | 11  |
| Outreach Coordinator         | 6   |
| Shelter Manager              | 9   |
| Volunteer Program Director   | 7   |
| Adoption Coordinator         | 5   |
| Administrative Assistant (4) | 3   |
| Animal Control Officer (3)   | 107 |
| Animal Care Technician (9)   | 106 |

**Operations and Facilities**

|   |     |
|---|-----|
| Director                                  | 10  |
| Downtown Specialist                       | 5   |
| Facility Asset and Operations Coordinator | 7   |
| Maintenance/Custodian (2)                 | 107 |

**Fleet**

|  |         |
|--|---------|
| Fleet Maintenance Manager                          | 11      |
| Service and Capital Coordinator                    | 7       |
| Asset and Operations Specialist                    | 6       |
| Inventory Coordinator                              | 4       |
| Apprentice Master Technician/Master Technician (8) | 109/112 |
| Shop Foreperson                                    | 113     |

**Parking Services Division**

|   |    |
|---|----|
| Director                                  | 10 |
| Enforcement Supervisor                    | 7  |
| Garage Manager                            | 8  |
| Financial Coordinator                     | 5  |
| Garage Shift Supervisor                   | 5  |
| Team Leader                               | 5  |
| Enforcement Officers (12)                 | 3  |
| Customer Service/Security Specialist (10) | 4  |
| Customer Relations Representative (2)     | 4  |

**Sanitation**

|                                |         |
|--------------------------------|---------|
| Director                       | 11      |
| Office Manager                 | 5       |
| Crew Leader (2)                | 110     |
| Apprentice MEO/Master MEO (17) | 104/108 |
| Laborer (3)                    | 104     |

**Street Operations**

|  |         |
|--|---------|
| Director of Street Operations            | 12      |
| Deputy Director                          | 9       |
| Traffic Manager                          | 8       |
| Street Maintenance Supervisor            | 8       |
| Sidewalk Supervisor                      | 8       |
| Asset Clerk/Emergency Grants Coordinator | 6       |
| Asset Clerk                              | 4       |
| Crew Leader (6)                          | 110     |
| Apprentice MEO/Master MEO (17)           | 104/108 |
| Laborer (17)                             | 104     |

## **Utilities**

### **Accounting and Finance**

|  |    |
|--|----|
| Utilities Assistant Director – Finance | 12 |
| Finance Manager                        | 9  |
| Accounting Manager                     | 8  |
| Accounts Receivable Manager            | 7  |
| Associate Accountant                   | 6  |
| Web/Information Manager                | 6  |
| Account Collections Specialist         | 6  |
| Accounting Clerk                       | 4  |
| Accounts Payable Clerk                 | 6  |
| Office Manager                         | 5  |
| Customer Service Representative (2)    | 4  |
| Assistant Accounts Payable Clerk       | 4  |

### **Administration**

|  |    |
|--|----|
| Director                                 | 14 |
| Assistant Director of Operations         | 12 |
| Communications Manager                   | 8  |
| Conservation and Energy Resource Manager | 8  |
| Maintenance Superintendent               | 10 |
| Instrumentation and Control Specialist   | 7  |
| Assistant Maintenance Superintendent (2) | 9  |
| Data Analyst                             | 8  |
| Administrative Assistant to the Director | 5  |
| Administrative Assistant                 | 4  |
| Communications Operator (7)              | 3  |
| Board Members                            |    |

### **Environmental**

|  |    |
|--|----|
| Assistant Director of Environmental Programs | 12 |
| Water Quality Coordinator                    | 9  |
| Pretreatment Program Coordinator             | 9  |
| MS4 Coordinator                              | 9  |
| Hazardous Materials Coordinator              | 9  |
| Hazardous Materials Inspector                | 8  |
| Pretreatment Program Inspector               | 7  |

|                                      |               |
|--------------------------------------|---------------|
| MS4 Inspector                        | 7             |
| Water Specialist (.75)               | 5             |
| Education Specialist                 | 6             |
| Specialized Crew Leader              | U-119         |
| Utilities Specialist I/II/III (1.75) | U-111/113/115 |
| Hydrant Maintenance Specialist (.75) | 3             |

### **Blucher Poole**

|                               |               |
|-------------------------------|---------------|
| Superintendent                | 10            |
| Assistant Superintendent      | 9             |
| Wastewater Plant Operator (9) | U-106         |
| Apprentice/Master MEO         | U-104/108     |
| Utilities Specialist I/II/III | U-111/113/115 |

### **Customer Relations**

|                                       |   |
|---------------------------------------|---|
| Customer Relations Manager            | 8 |
| Customer Relations Representative (4) | 4 |

### **Dillman**

|  |           |
|--|-----------|
| Superintendent                                     | 10        |
| Assistant Superintendent                           | 9         |
| Solids Handling Supervisor                         | 9         |
| Administrative Assistant                           | 3         |
| Plant Maintenance Mechanic Apprentice/Mechanic (4) | U-113/118 |
| Wastewater Plant Operator (10)                     | U-106     |
| Apprentice MEO/Master MEO                          | U-104/108 |

### **Engineering**

|  |    |
|--|----|
| Utilities Assistant Director – Engineering | 12 |
| Utilities Engineer (3)                     | 11 |
| Capital Projects Manager                   | 9  |
| Capital Projects Coordinator               | 8  |
| Environmental Program Coordinator          | 7  |
| GIS Coordinator                            | 8  |
| Senior Project Coordinator (2)             | 8  |
| Assistant GIS Coordinator                  | 6  |
| Project Coordinator (2)                    | 7  |

|   |           |
|---|-----------|
| Utilities Inspector (3)                             | 7         |
| Utilities Technician (3)                            | 6         |
| Administrative and Project Coordinator              | 5         |
| <b><u>Laboratory</u></b>                            |           |
| Chemist   | 9         |
| Lab Technician I (3)                                | U-109     |
| <b><u>Meter Services</u></b>                        |           |
| Assistant Superintendent                            | 9         |
| Meter Services Representative/Management Technician | 7         |
| Meter Technician II (2)                             | U-107     |
| Meter Serviceperson (6)                             | U-105     |
| Meter Service Laborer (3)                           | U-103     |
| <b><u>Monroe Plant</u></b>                          |           |
| Superintendent                                      | 11        |
| Assistant Superintendent                            | 9         |
| Plant Maintenance Mechanic Apprentice/Mechanic (2)  | U-113/118 |
| Water Plant Operator (10)                           | U-106     |
| <b><u>Purchasing</u></b>                            |           |
| Purchasing Manager                                  | 8         |
| Inventory Coordinator                               | 4         |
| Purchasing Buyer                                    | 4         |
| Purchasing Contract Specialist (.75)                | 4         |
| Working Foreperson                                  | U-108     |
| Laborer (2)   | U-104     |
| <b><u>Transmission and Distribution</u></b>         |           |
| Utilities Assistant Director – T&D                  | 12        |
| Assistant Superintendent (5)                        | 9         |
| Engineering Field Technician (5)                    | 6         |
| Engineering Field Tech K9 Unit                      | 6         |
| T&D/Meter Operations Coordinator                    | 5         |
| Administrative Assistant                            | 4         |
| Specialized Crew Leader (8)                         | U-119     |

|  |                   |
|--|-------------------|
| Lift Station Mechanic Apprentice/Lift Station Mechanic (4) | U-113/118         |
| Heavy Equipment Operator I/II (12)                         | U-116/118         |
| Laborer/Utilities Specialist I/II/III (18)                 | U-104/111/113/115 |
| Shop Custodian (.5)  | 3                 |

**SECTION 2 A.** Non-Union Positions. The minimum and maximum rates listed below reflect the salary ranges for each job grade for a regular full-time employee. These ranges are based on full time hours worked and will be prorated for part-time employees. Employees whose 2025 salary is higher than the maximum of the salary range due to past merit/market increases or attraction/ retention, shall nonetheless continue to receive their total salary.

**NON-UNION**

| Grade | Minimum   | Maximum   |
|-------|-----------|-----------|
| 1     | \$35,430  | \$42,516  |
| 2     | \$37,204  | \$44,644  |
| 3     | \$39,808  | \$47,771  |
| 4     | \$42,105  | \$54,737  |
| 5     | \$48,953  | \$63,640  |
| 6     | \$55,802  | \$72,542  |
| 7     | \$62,650  | \$81,444  |
| 8     | \$69,498  | \$90,347  |
| 9     | \$76,347  | \$99,251  |
| 10    | \$83,194  | \$108,153 |
| 11    | \$90,043  | \$117,056 |
| 12    | \$98,745  | \$128,370 |
| 13    | \$112,852 | \$146,708 |
| 14    | \$131,661 | \$171,159 |

|                                |         |
|--------------------------------|---------|
| Pension Secretaries            | \$4,000 |
| Board of Public Works Member   | \$2,100 |
| Board of Public Safety Members | \$635   |
| Utility Services Board Members | \$4,279 |

**SECTION 2 B.** Labor, Trades, and Crafts Positions. Any employee who transfers laterally or is promoted to another position in the Pay Plan shall be paid at the wage for the new position in accordance with the relevant longevity step as determined by the Step Charts contained in the Work Agreement and Memorandum of Understanding between City of Bloomington and Local 2487 CBME, A.F.S.C.M.E. Provided, however, no current employee shall receive a pay reduction upon lateral transfer or promotion, but will not receive an additional increase due to promotion or longevity until so merited with the step pay system for the job classification. An employee who is demoted for disciplinary reasons or in lieu of layoff shall receive the wage for the relevant step within the job classification to which the employee is demoted. Also, the employee’s longevity of service is “carried” to the new position. Internal promotions shall be paid at ninety-five percent (95%) of the salary of the relevant grade and step for the first thirty days after promotion. Employees who transfer to a pay grade below their current pay grade shall be paid at the relevant grade and step for the new position.

Employees whose present rate of pay is higher than indicated by the Step Charts, based on the employee’s pay grade and longevity, will not receive a pay cut, but will not receive any increase due to longevity until the step chart for the year in question shows an amount greater than the employee’s current wage rate plus any across-the-board increase for the year in question.

The rates shown below for the pay grades and job classification for Labor, Trades, and Crafts positions are the minimum and maximum rates:

LABOR, TRADES, AND CRAFTS

| Animal Shelter                      | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|-------------------------------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|
| Animal Care Technician              | 106   | 21.91  | 22.52  | 23.15  | 23.75  | 24.36  | 24.80  | 25.22  | 25.64  | 26.08  | 26.52   | 26.95   |
| Animal Control Officer              | 107   | 22.05  | 22.68  | 23.29  | 23.90  | 24.53  | 24.94  | 25.37  | 25.81  | 26.23  | 26.69   | 27.13   |
|                                     |       |        |        |        |        |        |        |        |        |        |         |         |
| Facilities                          | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| Maintenance/Custodian               | 107   | 22.05  | 22.68  | 23.29  | 23.90  | 24.53  | 24.94  | 25.37  | 25.81  | 26.23  | 26.69   | 27.13   |
|                                     |       |        |        |        |        |        |        |        |        |        |         |         |
| Fleet Maintenance                   | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| Apprentice Master Technician        | 109   | 22.37  | 22.98  | 23.60  | 24.21  | 24.83  | 25.26  | 25.68  | 26.10  | 26.54  | 27.00   | 27.43   |
| Master Technician                   | 112   | 24.29  | 24.90  | 25.52  | 26.12  | 26.74  | 27.17  | 27.60  | 28.03  | 28.45  | 28.89   | 29.31   |
| Shop Foreperson                     | 113   | 25.37  | 25.99  | 26.59  | 27.22  | 27.83  | 28.26  | 28.68  | 29.11  | 29.55  | 29.99   | 30.42   |
|                                     |       |        |        |        |        |        |        |        |        |        |         |         |
| Parks and Recreation                | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| Custodian                           | 101   | 21.15  | 21.75  | 22.37  | 22.98  | 23.60  | 24.04  | 24.45  | 24.89  | 25.31  | 25.75   | 26.19   |
| Laborer                             | 104   | 21.61  | 22.22  | 22.83  | 23.44  | 24.06  | 24.49  | 24.91  | 25.34  | 25.76  | 26.23   | 26.66   |
| Motor Equipment Operator Apprentice | 104   | 21.61  | 22.22  | 22.83  | 23.44  | 24.06  | 24.49  | 24.91  | 25.34  | 25.76  | 26.23   | 26.66   |
| Equipment Maintenance Mechanic      | 108   | 22.22  | 22.83  | 23.44  | 24.06  | 24.67  | 25.09  | 25.54  | 25.96  | 26.39  | 26.82   | 27.25   |
| Working Foreperson                  | 108   | 22.22  | 22.83  | 23.44  | 24.06  | 24.67  | 25.09  | 25.54  | 25.96  | 26.39  | 26.82   | 27.25   |
| Master Motor Equipment Operator     | 108   | 22.22  | 22.83  | 23.44  | 24.06  | 24.67  | 25.09  | 25.54  | 25.96  | 26.39  | 26.82   | 27.25   |
| Crew Leader                         | 110   | 22.52  | 23.15  | 23.75  | 24.36  | 24.98  | 25.39  | 25.84  | 26.27  | 26.69  | 27.14   | 27.57   |
|                                     |       |        |        |        |        |        |        |        |        |        |         |         |
| Sanitation                          | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
| Laborer                             | 104   | 21.61  | 22.22  | 22.83  | 23.44  | 24.06  | 24.49  | 24.91  | 25.34  | 25.76  | 26.23   | 26.66   |
| Motor Equipment Operator Apprentice | 104   | 21.61  | 22.22  | 22.83  | 23.44  | 24.06  | 24.49  | 24.91  | 25.34  | 25.76  | 26.23   | 26.66   |
| Master Motor Equipment Operator     | 108   | 22.22  | 22.83  | 23.44  | 24.06  | 24.67  | 25.09  | 25.54  | 25.96  | 26.39  | 26.82   | 27.25   |

|  |              |               |               |               |               |               |               |               |               |               |                |                |
|--|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
|  |              |               |               |               |               |               |               |               |               |               |                |                |
| Crew Leader  | 110          | 22.52         | 23.15         | 23.75         | 24.36         | 24.98         | 25.39         | 25.84         | 26.27         | 26.69         | 27.14          | 27.57          |
|  |              |               |               |               |               |               |               |               |               |               |                |                |
| <b>Street</b>  | <b>Grade</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> |
| Laborer  | 104          | 21.61         | 22.22         | 22.83         | 23.44         | 24.06         | 24.49         | 24.91         | 25.34         | 25.76         | 26.23          | 26.66          |
| Motor Equipment Operator Apprentice                        | 104          | 21.61         | 22.22         | 22.83         | 23.44         | 24.06         | 24.49         | 24.91         | 25.34         | 25.76         | 26.23          | 26.66          |
| Master Motor Equipment Operator                            | 108          | 22.22         | 22.83         | 23.44         | 24.06         | 24.67         | 25.09         | 25.54         | 25.96         | 26.39         | 26.82          | 27.25          |
| Crew Leader  | 110          | 22.52         | 23.15         | 23.75         | 24.36         | 24.98         | 25.39         | 25.84         | 26.27         | 26.69         | 27.14          | 27.57          |
|  |              |               |               |               |               |               |               |               |               |               |                |                |
| <b>Utilities - Laboratory &amp; Environmental Services</b> | <b>Grade</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> |
| Laboratory Technician I                                    | U-109        | 22.37         | 22.98         | 23.60         | 24.21         | 24.83         | 25.26         | 25.68         | 26.10         | 26.54         | 27.00          | 27.43          |
| Laboratory Technician II                                   | U-110        | 22.52         | 23.15         | 23.75         | 24.36         | 24.98         | 25.39         | 25.84         | 26.27         | 26.69         | 27.14          | 27.57          |
| Utilities Specialist I                                     | U-111        | 22.87         | 23.44         | 24.03         | 24.62         | 25.20         | 25.61         | 26.02         | 26.43         | 26.85         | 27.26          | 27.67          |
| Utilities Specialist II                                    | U-113        | 23.71         | 24.29         | 24.88         | 25.47         | 26.04         | 26.46         | 26.87         | 27.28         | 27.69         | 28.11          | 28.52          |
|  |              |               |               |               |               |               |               |               |               |               |                |                |
| Utilities Specialist III                                   | U-115        | 24.84         | 25.41         | 26.00         | 26.59         | 27.18         | 27.58         | 27.99         | 28.40         | 28.82         | 29.23          | 29.64          |
| Specialized Crew Leader                                    | U-119        | 26.53         | 27.10         | 27.69         | 28.28         | 28.86         | 29.27         | 29.68         | 30.09         | 30.51         | 30.92          | 31.33          |
|  |              |               |               |               |               |               |               |               |               |               |                |                |
| <b>Utilities - Plants</b>                                  | <b>Grade</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> |
| Motor Equipment Operator Apprentice                        | U-104        | 21.61         | 22.22         | 22.83         | 23.44         | 24.06         | 24.49         | 24.91         | 25.34         | 25.76         | 26.23          | 26.66          |
| Wastewater Plant Operator                                  | U-106        | 21.91         | 22.52         | 23.15         | 23.75         | 24.36         | 24.80         | 25.22         | 25.64         | 26.08         | 26.52          | 26.95          |
| Water Plant Operator                                       | U-106        | 21.91         | 22.52         | 23.15         | 23.75         | 24.36         | 24.80         | 25.22         | 25.64         | 26.08         | 26.52          | 26.95          |
| Master Motor Equipment Operator                            | U-108        | 22.22         | 22.83         | 23.44         | 24.06         | 24.67         | 25.09         | 25.54         | 25.96         | 26.39         | 26.82          | 27.25          |
| Utilities Specialist I                                     | U-111        | 22.87         | 23.44         | 24.03         | 24.62         | 25.20         | 25.61         | 26.02         | 26.43         | 26.85         | 27.26          | 27.67          |
| Plant Maintenance Mechanic Apprentice                      | U-113        | 23.71         | 24.29         | 24.88         | 25.47         | 26.04         | 26.46         | 26.87         | 27.28         | 27.69         | 28.11          | 28.52          |
| Utilities Specialist II                                    | U-113        | 23.71         | 24.29         | 24.88         | 25.47         | 26.04         | 26.46         | 26.87         | 27.28         | 27.69         | 28.11          | 28.52          |
| Utilities Specialist III                                   | U-115        | 24.84         | 25.41         | 26.00         | 26.59         | 27.18         | 27.58         | 27.99         | 28.40         | 28.82         | 29.23          | 29.64          |



|   |              |               |               |               |               |               |               |               |               |               |                |                |
|---|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| Plant Maintenance Mechanic                | U-118        | 25.96         | 26.55         | 27.13         | 27.71         | 28.30         | 28.71         | 29.13         | 29.53         | 29.94         | 30.35          | 30.77          |
|   |              |               |               |               |               |               |               |               |               |               |                |                |
| <b>Utilities - T&amp;D and Purchasing</b> | <b>Grade</b> | <b>Step 1</b> | <b>Step 2</b> | <b>Step 3</b> | <b>Step 4</b> | <b>Step 5</b> | <b>Step 6</b> | <b>Step 7</b> | <b>Step 8</b> | <b>Step 9</b> | <b>Step 10</b> | <b>Step 11</b> |
| Meter Service Laborer                     | U-103        | 21.46         | 22.05         | 22.68         | 23.29         | 23.90         | 24.34         | 24.76         | 25.19         | 25.62         | 26.06          | 26.50          |
| Laborer                                   | U-104        | 21.61         | 22.22         | 22.83         | 23.44         | 24.06         | 24.49         | 24.91         | 25.34         | 25.76         | 26.23          | 26.66          |
| Meter Serviceperson                       | U-105        | 21.75         | 22.37         | 22.98         | 23.60         | 24.21         | 24.64         | 25.07         | 25.50         | 25.93         | 26.35          | 26.79          |
| Meter Technician II                       | U-107        | 22.05         | 22.68         | 23.29         | 23.90         | 24.53         | 24.94         | 25.37         | 25.81         | 26.23         | 26.69          | 27.13          |
| Working Foreperson                        | U-108        | 22.22         | 22.83         | 23.44         | 24.06         | 24.67         | 25.09         | 25.54         | 25.96         | 26.39         | 26.82          | 27.25          |
| Utilities Specialist I                    | U-111        | 22.87         | 23.44         | 24.03         | 24.62         | 25.20         | 25.61         | 26.02         | 26.43         | 26.85         | 27.26          | 27.67          |
| Lift Station Mechanic Apprentice          | U-113        | 23.71         | 24.29         | 24.88         | 25.47         | 26.04         | 26.46         | 26.87         | 27.28         | 27.69         | 28.11          | 28.52          |
| Utilities Specialist II                   | U-113        | 23.71         | 24.29         | 24.88         | 25.47         | 26.04         | 26.46         | 26.87         | 27.28         | 27.69         | 28.11          | 28.52          |
| Utilities Specialist III                  | U-115        | 24.84         | 25.41         | 26.00         | 26.59         | 27.18         | 27.58         | 27.99         | 28.40         | 28.82         | 29.23          | 29.64          |
| Heavy Equipment Operator I                | U-116        | 24.97         | 25.56         | 26.15         | 26.72         | 27.31         | 27.72         | 28.14         | 28.55         | 28.96         | 29.37          | 29.79          |
| Heavy Equipment Operator II               | U-118        | 25.96         | 26.55         | 27.13         | 27.71         | 28.30         | 28.71         | 29.13         | 29.53         | 29.94         | 30.35          | 30.77          |
| Lift Station Mechanic                     | U-118        | 25.96         | 26.55         | 27.13         | 27.71         | 28.30         | 28.71         | 29.13         | 29.53         | 29.94         | 30.35          | 30.77          |
| Specialized Crew Leader                   | U-119        | 26.53         | 27.10         | 27.69         | 28.28         | 28.86         | 29.27         | 29.68         | 30.09         | 30.51         | 30.92          | 31.33          |

**SECTION 2 C.** Gainsharing. This section applies to Labor, Trades, and Crafts (LTC) positions. Management and employees of the City of Bloomington may design and implement a gainsharing program whereby the City can provide, and the employees can be rewarded for, the highest quality and most cost-effective public service possible for the citizens of Bloomington. In the event that a gainsharing program is implemented, the terms of application of such program shall be approved by Ordinance of the Bloomington Common Council.

**SECTION 2 D.** Emergency Call Out. This section applies to Labor, Trades, and Crafts (LTC) positions. Whenever it becomes necessary for a Department to call out an employee for emergency work at times other than such employee’s regular shift period, such employee shall receive not less than three (3) hours. This provision shall prevail for each time an employee is called out by a Department at periods other than his/her regular shift. The rate of pay for emergency call out shall be one and one-half (1 ½) times the regular hourly rate except on Sundays and holidays, when the rate of pay for emergency call out shall be two (2) times the regular hourly rate. Any such payment for emergency call out shall be in addition to the employee’s daily wages, if any, and in addition to any on call pay to which the employee is entitled.

**SECTION 2 E.** On Call Status. Any employee with a Labor, Trades, and Crafts (LTC) position, who is required to be on call shall be paid forty-seven dollars (\$47.00) per 24-hour period. The Fire Marshal receives \$100 per week when in an on-call status.

**SECTION 2 F.** Temporary Reassignment. This section applies to Labor, Trades, and Crafts (LTC) positions. An employee who is temporarily assigned to perform the duties of a job

classification in a pay grade above the employee's normal pay grade shall be compensated at the rate in effect for the higher pay grade as follows:

- 1) If the assignment exceeds two (2) consecutively scheduled work days, the employee shall be paid the higher rate for all consecutive days worked in the higher classification, including the first two (2) consecutive days; or
- 2) If the assignment exceeds thirty-two (32) hours in a payroll period, the employee shall be paid the higher rate for all hours worked in the higher classification during the payroll period.

**SECTION 2 G. Tool Allowance and Automotive Service Excellence Testing**

Reimbursement. This section applies to Labor, Trades, and Crafts (LTC) positions. Employees classified as mechanics in Fleet Maintenance shall be reimbursed up to one thousand dollars (\$1000.00) in any calendar year for either (1) the purchase of tools or (2) the cost of Automotive Service Excellence (ASE) testing, provided that the technician passes the test.

**SECTION 2 H. Licenses and Certifications.** This section applies to Labor, Trades, and Crafts (LTC) positions. Wastewater Plant Operators shall receive two dollars (\$2.00) per hour for obtaining a Class I certification. Wastewater Plant Operators who receive a Class II certification shall receive three dollars (\$3.00) per hour. Wastewater Plant Operators who receive a Class III certification shall receive four dollars (\$4.00) per hour. Wastewater Plant Operators who receive a Class IV certification shall receive five dollars (\$5.00) per hour.

Specialized Crew Leaders who obtain (DSL) certifications, issued by the State of Indiana, Department of Environmental Management, shall receive an additional one dollar (\$1.00) per hour.

Lift Station Mechanics and Apprentice Lift Station Mechanics who obtain Collection System Class II Certification, issued by the Indiana Water Pollution Control Association, shall receive an additional one dollar (\$1.00) per hour. Plant Maintenance Mechanics who obtain a Class II Collection Systems Certification shall receive an additional one dollar (\$1.00) per hour.

Water Plant Operators who qualify as a grade operator in training (O.I.T.) as defined by 327 IAC 8-12-3.2 will receive an additional two dollars (\$2.00) per hour. After one year of service as an O.I.T., Water Plant Operators shall receive an additional one-dollar (\$1.00), for a total of three dollars (\$3.00) per hour. Water Plant Operators who obtain a grade WT-5 certification will receive additional pay in the amount of two dollars (\$2.00) per hour for a maximum of five dollars (\$5.00) per hour.

Specialized Crew Leaders, Heavy Equipment Operators (both Class I and II), Lift Station Mechanics, and Utilities Specialists (Classes I, II, and III) who are not required to hold a DSL or a Class II collection systems certification may nonetheless obtain such license or certification and will receive an additional fifty cents (\$0.50) per hour for each such non-required certification. Additionally, up to two additional fifty cent (\$0.50) incentive premiums may be awarded to water plant operators and wastewater plant operators for obtaining the following licenses, provided that the below-listed license is not a required license:

- (1) Water Treatment 5 (WT5);
- (2) Wastewater Class I, Class II, Class III, or Class IV (only one Class at a time is payable);
- (3) Distribution Systems License;
- (4) Collection Systems License.

Where an employee is required to obtain a Class B CDL, he/she will receive eighty cents (\$0.80) per hour additional compensation. Where an employee is required by Employer to obtain a Class A CDL, he/she will receive one dollar (\$1.00) per hour additional compensation. Employees classified as mechanics in Fleet Maintenance that obtain the certification of (ASE) Automotive Service Excellence (ASE) will receive an additional forty cents (\$0.40) per hour for each test passed. A maximum of eight (8) certificates or three dollars twenty cents (\$3.20) shall apply.

Employees who possess the following certifications shall receive twenty-five cents (\$0.25) per hour additional compensation provided said certifications remain current and are considered an essential requirement or function of an employee's job:

- 1) International Municipal Signal Association—Traffic Signal Technician, Level 1;
- 2) International Municipal Signal Association—Sign and Pavement Marking Technician Level 1;

- 3) American Concrete Institute—Flatwork Finisher and Technician;
- 4) Certified Arborist;
- 5) Certified Pool Operator;
- 6) Euthanasia Certificate;
- 7) Registered Pesticide Technician;
- 8) Certified Pesticide Applicator;
- 9) Tree Risk Assessment Certification;
- 10) Certified Playground Inspector;
- 11) Certified Bucket Truck Operator.\*

\*Bucket truck operator certifications shall be limited by department as follows:

Parks Department: Two (2) employees who are primarily assigned to the Department’s tree crew.

Street Department: Eighteen (18) employees. Those employees who are primarily assigned to the tree crew or the traffic signal crew must be bucket truck certified. Necessary backup employees who are not primarily assigned to the tree crew or traffic signal crew may also receive pay for bucket truck certification. However, in no case shall the total number of Street Department employees receiving bucket truck certification pay exceed eighteen (18) employees. Eligibility for bucket truck certification pay for Street Department employees who are not primarily assigned to the tree crew or traffic signal crew shall be offered to backup employees based upon seniority.

The Union may propose that new certifications and licenses be considered for additional pay. Addition of new certifications and corresponding additional pay is subject to approval by the City of Bloomington. The City of Bloomington has approved an additional fifty cents (\$0.50) per hour premium for Master Equipment Operators assigned to the Dillman Road Wastewater Plant who hold a landfill/solids certification.

At no time shall any employee receive compensation for more than three (3) certifications or specialty pay bonuses, unless otherwise provided for in this Agreement.

**SECTION 2 I.** Night and Swing Shifts. This section applies to Labor, Trades, and Crafts (LTC) positions. In accordance with Article 4 of the Work Agreement and Memorandum of Understanding between the City of Bloomington and Local 2487 CBME, A.F.S.C.M.E., employees working on the evening or night shift shall receive seventy-five cents (\$0.75) per hour premium. Employees working on a swing shift shall receive an eighty cents (\$0.80) per hour premium.

**SECTION 2 J.** Holiday Pay. This section applies to Labor, Trades, and Crafts (LTC) positions. For all paid legal holidays worked, the employee will receive a holiday allowance of two times regular pay, plus regular pay over a 24-hour period, and employees not working will receive regular pay.

**Section 2 K.** Temporary Positions. All positions that are filled on an ad hoc basis and are of temporary or seasonal nature are considered “Temporary Positions”, which are listed below. The rate ranges in the table are hourly rates, except as otherwise listed.

TEMPORARY POSITIONS

| <u>Job Title</u>         | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------|----------------|----------------|
| Administrative Assistant | \$16.22        | \$16.70        |
| Attendant                | \$16.22        | \$16.70        |
| Intern                   | \$16.22        | \$16.70        |
| Laborer                  | \$16.22        | \$21.59        |
| Law Clerk                | \$16.22        | \$16.70        |
| Leader                   | \$16.22        | \$22.52        |
| Lifeguard                | \$16.22        | \$16.70        |
| Motor Equipment Operator | \$16.22        | \$22.22        |

|                       |         |         |
|-----------------------|---------|---------|
| Specialist            | \$16.22 | \$50.00 |
| Staff Assistant       | \$17.49 | \$18.22 |
| Supervisor            | \$16.22 | \$16.70 |
| Meter Service Laborer | \$16.22 | \$21.46 |

All temporary positions and hourly rates must be separately approved by Human Resources and the Controller’s office.

**Section 2 L.** Longevity Recognition Pay. Beginning January 1, 2025, employees’ tenure is reflected in their compensation, based on the individual salary steps.

**SECTION 3.** CDL Physicals. Employees required to hold a CDL will be reimbursed up to one-hundred dollars (\$100) for the medical physical examination required to maintain a CDL.

**SECTION 4.** The rates shown as wages and salaries for the positions listed above are maximum rates.

**SECTION 5.** This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

PASSED by the Common Council of the City of Bloomington, Monroe County, Indiana upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Isabel Piedmont-Smith, President  
Bloomington Common Council

ATTEST:

\_\_\_\_\_  
NICOLE BOLDEN, Clerk  
City of Bloomington

Presented by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
NICOLE BOLDEN, Clerk  
City of Bloomington

SIGNED and APPROVED by me upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Kerry Thomson, Mayor  
City of Bloomington

SYNOPSIS

Ordinance 2024-20 sets the maximum 2025 salary for all appointed officers, non-union, and A.F.S.C.M.E. employees for all the departments of the City of Bloomington, Indiana.



TO: City Council members

FROM: Sharr Pechac, Human Resources Director

CC: Mayor Kerry Thomson, Deputy Mayor Gretchen Knapp, Controller Jessica McClellan, Council Attorney Lisa Lehner

DATE: October 11, 2024

SUBJECT: 2024 Salary Ordinance 2024-20 for Appointed Officers, Non-Union, and AFSCME Employees

Ordinance 2024-20 sets the pay grades and salary ranges for Appointed Officers, Non-Union, and AFSCME Employees.

The requested changes and new positions are explained below. Consistent with past practice, the grade classification was determined through the job evaluation committee<sup>1</sup> (now rebranded the Workforce Evaluation and Realignment Committee (WERC.)) Additionally, all graded positions have been level-set across the City as a whole for consistency and fairness, and have been confirmed by external consultants assisting on the project. The estimated fiscal impact is included. The fiscal impact for the new position includes the salary (budgeted at the midpoint of the pay range), a flat amount for benefits, retirement contributions, and taxes.

### **CHANGES TO EXISTING POSITIONS**

**Civil City Engineering requests to make their long-term temporary Engineering Field Tech position into a permanent position (Grade 6).** This role is needed on a permanent basis and will be covered in large part by the funds already set aside for the temporary position. The fiscal impact is expected to be \$85,360.46, which will be offset from money set aside for the temporary position.

We also request to correct an inaccuracy on the number of Engineering Field Specialists within the Engineering Department. With their temporary position (above) being made permanent, they will have three (3) positions with that title, not two.

Similarly, we also request to correct other inaccuracies of the titles to existing positions within the ITS Department that were made Senior status in previous years.

### **NEW POSITIONS**

**Economic and Sustainable Development requests a new Capital Projects Manager (Grade 9).** This role will ultimately save the City money that is being spent on consultants, which is a stated City Council priority. It will also provide us with full-time help managing the massive Hopewell project, as well as others. The fiscal impact is expected to be \$121,256.

<sup>1</sup>The former job evaluation committee, and current workforce evaluation and realignment committee, evaluates a job using seven criteria. Points are assessed in each category, and a grade is assigned based on the cumulative score. Additional factors are then weighed into the equation and level-setting is done across the City for consistency and fairness.

**Housing and Neighborhood Development requests a new Grants Compliance Monitor (Grade 6).** This position is needed so there is a full-time, dedicated staff member working to monitor grants compliance moving forward. The fiscal impact is expected to be \$92,468.

**The Office of the Mayor requests a new Program Manager (City Homelessness Response Coordinator (Grade 7)).** This role will provide program management on the work needed to address issues for our unhoused population within the City, which remains a priority for City of Bloomington Administration, City Council, and our constituents. The fiscal impact is expected to be \$102,063.

**The Fleet Division within Public Works requests a new Service and Capital Coordinator (Grade 7).** The City's fleet has expanded tremendously, and additional support is also needed on capital planning and procurement. The fiscal impact is expected to be \$102,063.

**Utilities requests a new Instrumentation and Control Specialist (Grade 7) within their Administration division.** The responsibilities designated for this new staff member are currently being contracted out, and current contracts have been insufficient to cover the full needs of this area. Additionally, aging infrastructure requires significant maintenance. The fiscal impact is expected to be \$102,063.

**Utilities requests a new Hazardous Materials Inspector (Grade 8) within their Environmental division.** Many aspects of environmental and hazardous material compliance have evolved. To ensure compliance with IDEM's RCRA, SPCC, UST, CAA regulations, routine good housekeeping and pollution prevention inspections are required. This position will oversee those needs. The fiscal impact is expected to be \$111,256.

### **Additional Changes**

All other changes made to position grades were the result of the Classification and Compensation Study implementation. Consistent with past practice, the grade classification was determined through the job evaluation committee<sup>1</sup> (now rebranded the Workforce Evaluation and Realignment Committee (WERC.)) Additionally, all graded positions have been level-set across the City as a whole for consistency and fairness, and have been confirmed by external consultants assisting on the project. The estimated fiscal impact of these changes was presented as part of the Budget presentations earlier this year.

Additionally, we request to update the 2025 Non-Union Grade rate table to reflect the 3% cost of living increase for 2025, as well as to update the Labor, Trades, and Crafts table to reflect 3.1% contractually promised rate increase for 2025. We also request to update the minimum pay for Temporary Positions in the rate table to reflect the increase in the Consumer Price Index (3%) from \$15.75 to \$16.22. Furthermore, we have adjusted the maximum pay rate of many positions in this same table to provide some flexibility while not superseding the starting pay rate of those in A.F.S.C.M.E.

We also request to remove the \$500 bonus given to all City staff members in 2024 as this bonus is being retired by the new administration so available funds can be dedicated to the Classification and Compensation study implementation. We also request to remove the Longevity Pay that has been given in past years as we adopt our new tenure-based pay advancement strategy.

<sup>1</sup> The former job evaluation committee, and current workforce evaluation and realignment committee, evaluates a job using seven criteria. Points are assessed in each category, and a grade is assigned based on the cumulative score. Additional factors are then weighed into the equation and level-setting is done across the City for consistency and fairness.

Finally, we have removed from this Ordinance all positions within the Clerk's Office, as well as both the Fire Department and Police Department. The Clerk's Office will be establishing a separate salary ordinance concerning the positions in that office. Similarly, all positions within both the Fire and Police Departments will now be found solely in the Public Safety salary ordinance.

Your approval of Ordinance 2024-20 is requested. Please feel free to contact me if you have any questions.

<sup>1</sup>The former job evaluation committee, and current workforce evaluation and realignment committee, evaluates a job using seven criteria. Points are assessed in each category, and a grade is assigned based on the cumulative score. Additional factors are then weighed into the equation and level-setting is done across the City for consistency and fairness.

## MEMO FROM COUNCIL OFFICE:

**To:** Members of the Common Council

**From:** Ash Kulak, Deputy Council Administrator/Attorney

**Date:** October 11, 2024

**Re:** Ordinance 2024-19 – An Ordinance Fixing the Salaries of Officers and Employees of the Police and Fire Departments for the City of Bloomington, Indiana, for the Year 2025

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### Synopsis

This ordinance sets the minimum and maximum salary rates for all sworn fire and police personnel for the year 2025 in accordance with Council-approved collective bargaining agreements.

### Relevant Materials

- Ordinance 2024-19 [NOTE: DRAFT watermark]
- Draft Staff Memo from Human Resources

### Summary

Ordinance 2024-19 would fix the salaries for all members of the police and fire departments. The ordinance is still in “draft” form, as indicated in a watermark. The council office received the most updated version of this item of legislation in the afternoon on Friday, October 11, 2024, and we did not have ample time to fully review it before its release in the legislative packet. A few hours before we received this item, HR had not confirmed the changes with pertinent Police and Fire Chiefs and Union representative(s), whose approval is needed to move forward with a final version of the ordinance. The ordinance may therefore still be modified after its release in the legislative packet but before it comes to Council for first reading, in a forthcoming packet addendum.

This year, the Human Resources Department has implemented the results of the Crowe Classification and Compensation Study within this salary ordinance to reflect the updated job grades for each position listed. The new job grades were approved by the Council at the June 18, 2024 Regular Session in Ordinance 2024-15 and go into effect January 1, 2025.

State law details how salaries for all members of the police and fire departments and all other appointees should be fixed. Under I.C. 36-8-3-3, the annual compensation of all members of the police and fire departments and other appointees shall be fixed by ordinance of the legislative body not later than November 1 of each year for the ensuing budget year. The ordinance may grade the members of the departments and regulate their pay by rank as well as by length of service. If the Council fails to adopt an ordinance fixing the compensation of members of the police or fire department, the board of public safety may fix their compensation, subject to change by ordinance.



Please note that contracts in place with both police and fire unions (Fraternal Order of Police Lodge 88 and Bloomington Metropolitan Firefighters Local 586) impact the amount of compensation proposed in the salary ordinance (as described in the memo from Emily Fields). Unlike related provisions of state law that specify how salaries are fixed for elected officials and for appointed officers and employees (*except* members of the police and fire department), the statute affecting public safety employees does not expressly restrict salary increases during the budget year.

This year, the collective bargaining agreements with both police and fire unions will be coming to council for approval via resolution at the same time as second reading for this ordinance. The [collective bargaining agreement between the City and the Bloomington Metropolitan IAFF Local 586](#) expires at the end of the year, and [the collective bargaining agreement between the City and the Fraternal Order of Police Lodge 88](#) was reopened. Both contracts have been approved by each union and are awaiting council approval via resolution, coming at the October 30 Special Session.

**Contact**

Sharr Pechac, Human Resources Director, 812-349-3404, [sharr.pechac@bloomington.in.gov](mailto:sharr.pechac@bloomington.in.gov)  
Erica De Santis, Director of Compensation & Benefits, Human Resources, 812-349-3404, [erica.desantis@bloomington.in.gov](mailto:erica.desantis@bloomington.in.gov)

**ORDINANCE 2024-19**

**AN ORDINANCE FIXING THE SALARIES OF OFFICERS AND EMPLOYEES OF THE POLICE AND FIRE DEPARTMENTS FOR THE CITY OF BLOOMINGTON, INDIANA, FOR THE YEAR 2025**

NOW BE IT HEREBY ORDAINED BY THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA, THAT:

**SECTION I A.** From and after January 1, 2025, pursuant to Indiana Code § 36-8-3-3(d), the salary and pay schedule for the officers and employees of the Fire Department of the City of Bloomington, Indiana, shall be fixed as follows, to wit:

**CIVILIAN NON-SWORN**

| <b><u>Job Title</u></b>     | <b><u>Grade</u></b> |
|-----------------------------|---------------------|
| Chief                       | 14                  |
| Fire Marshal                | 9                   |
| Deputy Fire Marshal (2)     | 8                   |
| Program Manager             | 9                   |
| Community EMT/Paramedic (6) | 6                   |
| Office Manager              | 6                   |
| Administrative Assistant    | 3                   |

**SWORN ADMINISTRATIVE FIRE DEPARTMENT EMPLOYEES**

| <b><u>Job Title</u></b>                        | <b><u>Grade</u></b> |
|--|---------------------|
| Deputy Chief                                   | 12                  |
| Assistant Chief of Administration and Planning | 11                  |
| Assistant Chief of Operations                  | 11                  |
| Battalion Chief of Operations (3)              | 10                  |
| Battalion Chief of Training                    | 10                  |
| Community Engagement Officer                   | 8                   |
| Fire Logistics Officer                         | 10                  |
| Probationary Officer                           | 7                   |

**SWORN CONTRACTUAL POSITIONS**

|                                   |          |
|-----------------------------------|----------|
| Captain                           | \$87,845 |
| Chauffeur/Lieutenant              | \$81,565 |
| Firefighter 1 <sup>st</sup> Class | \$78,503 |

In addition to the salary and pay schedule listed above, the City also shall contribute four percent (4%) of the salary of a fully paid firefighter at base pay (Firefighter 1<sup>st</sup> Class) with twenty-five years of longevity (equal to an additional \$12,500) to the Public Employees Retirement Fund on behalf of each sworn firefighter under the authority of I.C. §§ 36-8 *et seq.*

**SECTION I B.** Additional Speciality Pay.

Effective January 1, 2025, increases to the base salary described above on the basis of longevity, professional assignment, certification, and education shall be paid as reflected below.

**Longevity**

Additional pay for longevity shall be credited on the firefighter’s anniversary date of hire after the completion of years of service as reflected in the chart below.

|                |               |  |                |               |  |                |               |  |                |               |
|----------------|---------------|--|----------------|---------------|--|----------------|---------------|--|----------------|---------------|
| Years of       |               |  | Years of       |               |  | Years of       |               |  | Years of       |               |
| <u>Service</u> | <u>Amount</u> |  | <u>Service</u> | <u>Amount</u> |  | <u>Service</u> | <u>Amount</u> |  | <u>Service</u> | <u>Amount</u> |
| 1              | \$0           |  | 6              | \$1,500       |  | 11             | \$3,000       |  | 16             | \$5,000       |
| 2              | \$400         |  | 7              | \$2,000       |  | 12             | \$3,000       |  | 17             | \$5,000       |
| 3              | \$500         |  | 8              | \$2,000       |  | 13             | \$4,000       |  | 18             | \$5,000       |
| 4              | \$800         |  | 9              | \$2,100       |  | 14             | \$4,000       |  | 19             | \$6,000       |
| 5              | \$1,500       |  | 10             | \$3,000       |  | 15             | \$4,000       |  | 20             | \$6,000       |

|                |               |
|----------------|---------------|
| Years of       |               |
| <u>Service</u> | <u>Amount</u> |
| 21             | \$7,000       |
| 22             | \$7,000       |
| 23             | \$10,000      |
| 24             | \$10,000      |
| 25+            | \$12,500*     |

\*Longevity is capped at \$12,500; however, pension contributions are made at the full 25+ longevity rate of \$12,500.

**Certification**

Firefighters who have achieved one or more of the 51 qualifying certifications listed in the Department’s Professional Standards and Promotion Guide shall be eligible for additional compensation in accordance with the table set forth below:

|   |   |
|---|---|
| <u>Number of</u><br><u>Certifications</u> | <u>Amount per</u><br><u>Certification</u> |
| 1   | \$100                                     |
| 2   | \$200                                     |
| 3   | \$300                                     |

|    |         |
|----|---------|
| 4  | \$400   |
| 5  | \$500   |
| 6  | \$600   |
| 7  | \$700   |
| 8  | \$800   |
| 9  | \$900   |
| 10 | \$1,000 |
| 11 | \$1,100 |
| 12 | \$1,200 |
| 13 | \$1,300 |
| 14 | \$1,400 |
| 15 | \$1,500 |

Maximum of fifteen (15) certificates or one thousand, five hundred dollars (\$1,500.00) shall apply. Any and all certifications must be current and on file at Headquarters to receive certification pay.

**Professional & Command Classifications**

Additional pay for professional and command appointments shall be as follows:

|                                   |    |       |
|-----------------------------------|----|-------|
| Headquarters Captain              | \$ | 1,000 |
| Station Captain                   | \$ | 1,000 |
| Engineer                          | \$ | 900   |
| Sergeant                          | \$ | 900   |
| Shift Training Instructor         | \$ | 800   |
| Shift Logistics Technician        | \$ | 500   |
| Rescue Technician                 | \$ | 200   |
| Headquarters Station Differential | \$ | 100   |

**Education**

Education Pay shall be paid to firefighters with advanced degrees from accredited institutions at two levels:

|         |  |    |       |
|---------|--|----|-------|
| Level 1 | Associate 2-year degree                | \$ | 500   |
| Level 2 | Bachelor 4-year or higher level degree | \$ | 1,200 |

**Other**

|                        |  |
|------------------------|--|
| Unscheduled Duty Pay*  | Paid at employee’s regular hourly rate.<br>Minimum 2 hours. No maximum.  |
| Holdover Pay           | Paid at employee’s regular hourly rate.<br>Minimum .5 hours. No maximum.   |
| Mandatory Training Pay | Paid at employee’s regular hourly rate.<br>Minimum 2 hours and maximum 8 hours.  |
| Holiday Pay**          | \$100 per day  |
| Clothing Allotment     | \$500  |
| Reassignment Pay       | \$10 per tour of duty  |
| On-Call Pay***         | \$100 per week spent on on-call status.  |
| Acting Pay             | Base salary increased to the base salary of the higher rank if time spent in acting capacity exceeds 30 consecutive calendar days. |

\*                Unscheduled Duty Pay shall also be paid to Probationary Officers.  
\*\* Holiday Pay shall also be paid to Battalion Chiefs of Operations and Probationary Officers.  
\*\*\*On-Call Pay shall be paid only to the Fire Marshal, Deputy Fire Marshals, and Community Engagement Officer.

**SECTION I C.** Increases for salaries not set by the contract

Effective January 1, 2024, subject to the maximum salaries set by this ordinance, an increase may be included in those salaries not set by a collective bargaining agreement, and this increase is based on the compensation plan for non-union employees.

**SECTION I D.** Retention Pay - Base Salary

Retention pay has been permanently added to the base pay. The previously paid amounts are factored in and included in the salaries listed in section I(A).

**SECTION I E.** Premium Payments for Battalion Chiefs

In addition to their regular compensation, Battalion Chiefs who work a non-scheduled, 24-hour shift will receive \$100 for each such non-scheduled 24-hour shift.

**SECTION II A.** From and after January 1, 2025, pursuant to I.C. § 36-8-3-3 (d), the salary and pay schedule for the officers of the Police Department of the City of Bloomington, Indiana, shall be fixed as follows, to wit:

| <b><u>POLICE DEPARTMENT</u></b>                 |  |
|---|--|
| <b><u>Job Title</u></b>                         | <b><u>Grade or Max Base Salary</u></b> |
| Chief   | 14                                     |
| Deputy Chief                                    | 12                                     |
| Captain of Operations                           | 11                                     |
| Captain of Administration                       | 11                                     |
| Lieutenant (4)                                  | 10                                     |
| Sergeant (13)                                   | 9                                      |
| Probationary Police Officer (10)                | 7                                      |
| <b><u>Administration</u></b>                    |  |
| Director of Civilian Operations                 | 10                                     |
| Senior Social Worker                            | 9                                      |
| Crime Scene Technician and Property Manager (2) | 8                                      |
| Social Worker (2)                               | 8                                      |
| Office and Accreditation Manager                | 8                                      |
| Executive Assistant                             | 7                                      |
| CAD/RMS Administrator                           | 8                                      |
| Data Analyst (2)                                | 8                                      |
| Community Service Specialist (11)               | 5                                      |
| Office Assistant and Outreach Specialist        | 6                                      |
| Evidence Room Clerk                             | 4                                      |
| Custodian                                       | 3                                      |
| <b><u>CEDC</u></b>                              |  |
| Telecommunications Manager                      | 9                                      |
| Social Worker                                   | 8                                      |
| Telecommunications Assistant Manager            | 8                                      |
| Telecommunications Supervisor (6)               | 7                                      |

|                                    |          |
|------------------------------------|----------|
| Telecommunicators (32)             | 6        |
| <b><u>Records</u></b>              |          |
| Records Supervisor                 | 8        |
| Records Assistant Supervisor       | 6        |
| Special Investigations Clerk       | 5        |
| Records Clerk (11)                 | 5        |
| Front Desk Clerk I                 | 4        |
| <b><u>CONTRACTUAL SALARIES</u></b> |          |
|                                    |          |
| Senior Police Officer              | \$85,267 |
| Officer First Class                | \$82,161 |

In addition to the salary and pay schedule listed above, the City shall also contribute four percent (4%) of the salary of a fully paid officer at base pay (Officer First Class) plus \$5,000 (equal to \$87,161) to the Public Employees Retirement Fund on behalf of each sworn police officer under the authority of I.C. §§ 36-8-6-4 and 36-8-8-8.

**SECTION II B.** Additional pay for Sergeants, Senior Police Officers, Officers First Class, and Probationary Officers, if eligible.

Effective January 1, 2025, additional pay shall be added to the base salary described above on the basis of longevity, specialty pay, training, and education as reflected below. The maximum additional annual pay total except for longevity and other pay, under Section II B. is \$4,800.00.

**Longevity**

Longevity pay shall be credited on a member’s anniversary date of hire after the completion of years of service as reflected in the table below.

| Years of Service | Longevity Pay |  | Years of Service | Longevity Pay |
|------------------|---------------|--|------------------|---------------|
| 1                | \$200         |  | 11               | \$2,200       |
| 2                | \$400         |  | 12               | \$2,400       |
| 3                | \$600         |  | 13               | \$2,600       |
| 4                | \$800         |  | 14               | \$2,800       |
| 5                | \$1,000       |  | 15               | \$3,000       |
| 6                | \$1,200       |  | 16               | \$3,200       |
| 7                | \$1,400       |  | 17               | \$3,400       |
| 8                | \$1,600       |  | 18               | \$3,600       |
| 9                | \$1,800       |  | 19               | \$3,800       |
| 10               | \$2,000       |  | 20 or more       | \$5,000       |

**Training**

For every 20 hours per year in training = \$100  
Training must be completed during the year for credit on next year’s pay. Credit for training is not cumulative.

**Specialty Pay**

Specialty pay is divided into three levels:

Category 1 = School Liaison Officer, Training Instructor, Breath Analyzer, Canine Officer, Bike Patrol, Motorcycle Patrol, Civil Disturbance Unit, Accident Reconstructionist, Honor Guard, Downtown Resources Officer, and Drug Recognition Expert

Category 2 = CIRT Officer, Hostage Negotiator, Dive Team

Category 3 = Field Training Officer and/or Detective

Category 1 = \$500 in pay

Category 2 = \$1,000 in pay

Category 3 = \$1,600

Employee must maintain and/or hold classification to keep associated pay.

**Education**

Education pay divided into three levels:

2 year degree = \$600 in pay  
4 year degree = \$1200 in pay  
Masters, Law or Doctorate degree = \$1600 in pay

**Other**

Off-Duty pay is received at a minimum of 2 hours.

|                                       |            |
|---------------------------------------|------------|
| <u>Shift Pay Differential:</u>        |            |
| Afternoon Shift                       | \$16/week  |
| Night Shift and High Intensity Patrol | \$20/week  |
| Afternoon Shift*                      | \$50/week* |

\*The \$50 per week shift differential shall only apply to (1) senior police officers who (2) successfully bid for afternoon shift as their first or second choice in accordance with Section VIII of the Collective Bargaining Agreement between the City of Bloomington and the Fraternal Order of Police, Don Owens Memorial Lodge 88. For non-senior police officers or senior police officers who do not bid for afternoon shift as their first or second choice, the standard \$16 per week afternoon shift differential shall apply.

**SECTION II C. Clothing Allotment**

All sworn officers will receive a clothing allotment of \$500.



**SECTION II D.** Increases for salaries not set in the contract

Effective January 1, 2025, subject to the maximum salaries set by this ordinance, an increase may be included in those salaries not set by a collective bargaining agreement. Sergeants will receive the same percentage increase as Senior Police Officers, and other staff will receive an increase based on the compensation plan for non-union employees.

**SECTION II E.** Recruitment Incentives

Eligible officers who refer a candidate who is hired as a police officer will receive \$1,000 in accordance with the procedures and requirements outlined in the Employee Referral Program. Newly hired certified police officers will receive \$5,000 within the first year of employment. Those newly hired officers who are not certified police officers will receive \$3,000 within the first year of employment. Those who have previously been employed by the City must have a year gap in full time employment with the City to be eligible for this incentive.

**SECTION II F.** Police Shift Differential.

Employees working in the Police Department as dispatchers and clerks shall receive a twenty-six cents (\$0.26) per hour premium shift differential for working the evening shift.

**SECTION II G.** Dispatch Trainer Incentive Pay.

During pay periods when a dispatcher is designated as a trainer, dispatchers shall earn a shift differential of One Dollar (\$1.00) per hour for training other, less experienced dispatchers. Proper documentation shall be provided to Human Resources and the Controller’s Office to verify which Dispatchers are trainers.

**SECTION III.** Pay Grades and Salary Ranges

The minimum and maximum rates listed below reflect the salary ranges for each job grade for a full-time officer of the Police and Fire departments. These ranges are based on full time hours worked and will be prorated for part-time employees.

| Grade | Minimum   | Maximum   |
|-------|-----------|-----------|
| 1     | \$35,430  | \$42,516  |
| 2     | \$37,204  | \$44,644  |
| 3     | \$39,808  | \$47,771  |
| 4     | \$42,105  | \$54,737  |
| 5     | \$48,953  | \$63,640  |
| 6     | \$55,802  | \$72,542  |
| 7     | \$62,650  | \$81,444  |
| 8     | \$69,498  | \$90,347  |
| 9     | \$76,347  | \$99,251  |
| 10    | \$83,194  | \$108,153 |
| 11    | \$90,043  | \$117,056 |
| 12    | \$98,745  | \$128,370 |
| 13    | \$112,852 | \$146,708 |
| 14    | \$131,661 | \$171,159 |

**SECTION IV.** This ordinance shall be in full force and effect from and after its passage by the Common Council and approval by the Mayor.

PASSED AND ADOPTED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Isabel Piedmont-Smith, President  
Bloomington Common Council

ATTEST:

\_\_\_\_\_  
NICOLE BOLDEN, Clerk  
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
NICOLE BOLDEN, Clerk  
City of Bloomington

SIGNED and APPROVED by me upon this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Kerry Thomson, Mayor  
City of Bloomington

SYNOPSIS

This ordinance sets the minimum and maximum salary rates for all sworn fire and police personnel for the year 2025 in accordance with Council-approved collective bargaining agreements.



TO: City Council members

FROM: Sharr Pechac, Human Resources Director

CC: Mayor Kerry Thomson, Deputy Mayor Gretchen Knapp, Controller Jessica McClellan, and Council Attorney/Administrator Lisa Lehner

DATE: October 11, 2024

SUBJECT: 2024 Salary Ordinance 2024-19 for Officers of the Police and Fire Departments.

Ordinance 2024-19 fixes the salaries of officers within both the Police and Fire Departments.

The requested changes and new positions are explained below.

We are requesting to move all positions within the Fire and Police Departments into this salary ordinance for convenience, as well as to correct a prior omission. In the past, some Fire and Police positions were listed in a separate ordinance for appointed officers, non-union, and A.F.S.C.M.E. employees. Similarly, we are also requesting to move other provisions related to these positions from the other salary ordinance into one document. Condensing them all to one ordinance makes it easier to easily understand the makeup of these critical departments.

We request to update the base salaries for Fire personnel to reflect the significant pay increases promised via their collective bargaining agreement, and also request a 1.2% increase in the Public Employees Retirement Fund (PERF) for sworn public safety personnel. Additionally, we request to update the Professional & Command Classifications section to match the Fire Collective Bargaining Agreement.

All other changes made to Fire position grades were the result of the Classification and Compensation Study implementation. Consistent with past practice, the grade classification was determined through the job evaluation committee<sup>1</sup> (now rebranded the Workforce Evaluation and Realignment Committee (WERC.)) Additionally, all graded positions have been level-set across the City as a whole for consistency and fairness, and have been confirmed by external consultants assisting on the project. The estimated fiscal impact of these changes was presented as part of the Budget presentations earlier this year.

Similarly, we request to update the base salaries for Police personnel to reflect the significant pay increase promised to these positions. The salaries you now see listed for their positions represent salaries mutually determined by the Office of the Mayor, Office of the Controller, Fire Department, and Fire union and are deemed necessary to attract and retain these critical positions.

Additionally, we request to increase the Dispatch Trainer Incentive Pay to One Dollar (\$1.00) per hour for training other less experienced dispatchers. This will better attract and retain individuals to accept these more strenuous assignments.

All other changes made to Police position grades were the result of the Classification and Compensation Study implementation. Consistent with past practice, the grade classification was determined through the job evaluation committee<sup>1</sup> (now rebranded the Workforce Evaluation and Realignment Committee (WERC.)) Additionally, all graded positions have been level-set across the City as a whole for consistency and fairness, and have been confirmed by external consultants assisting on the project. The estimated fiscal impact of these changes was presented as part of the Budget presentations earlier this year.

We further request that the existing 12-grade Pay Grades and Salary Ranges be replaced with an expanded 14-grade Pay Grade structure starting on January 1, 2025. This expanded structure was recommended as part of the Classification and Compensation Study conducted in 2023 in order to relieve pay compression between mid-level employees and their supervisors, as well as to better differentiate between grades. Please note that this updated chart already reflects the 3% cost of living increase being given to City personnel in 2025.

Finally, we are requesting to remove the \$500 payment given to the Fire Captains, Chauffeurs, First Class Firefighters, and Probationary Firefighters, as well as to the Police Chief, Deputy Chief, Captains, Lieutenants, and Probationary Officers in 2024. Further, we request to remove the Recruitment Incentive for newly hired firefighters, Retention Pay given to active First Class Firefighters in 2024 and the Longevity Retention Pay given to employees. All of these additional payments are being retired by the new administration to permanently increase the base salary of Fire and Police personnel.

Your approval of Ordinance 2024-19 is requested. Please feel free to contact me if you have any questions.



## MEMO FROM COUNCIL OFFICE:

**To:** Members of the Common Council

**From:** Ash Kulak, Interim Council Administrator/Attorney

**Date:** September 27, 2024

**Re:** Appropriation Ordinance 2024-08 - To Additionally Appropriate From the Clerk's Office General Fund for Personnel Expenditures

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### Synopsis

This Ordinance funds the position authorized in Ordinance 2024-15 to add a Deputy Clerk responsible for Communications and Outreach position in the City Clerk's Office.

### Relevant Materials

- Appropriation Ordinance 2024-08

### Brief History

This item was originally considered in Appropriation Ordinance 2024-02, which contained a request for appropriations from three different funds. At the [Regular Session on August 7, 2024](#), the appropriation ordinance was divided into three parts to address each requested appropriation separately. The part which included the requested appropriation to fund the new position in the Clerk's Office failed by a vote of 0-8-0. This item returns to the council for approval after reducing the requested amount to be appropriated from \$107,508.45 to \$28,050, to reflect only the amount needed to fund the position for the rest of the year.

### Summary

Appropriation Ordinance 2024-08 would appropriate \$28,050 from the General Fund to be used toward a recently-added position in the City Clerk's Office in order to fund a new position that was added to the Clerk's Office and authorized by Ordinance 2024-15. This appropriation would fund the expenses associated with that position only for the remainder of 2024.

[Indiana Code 36-4-7-8](#) provides that the legislative body may, on the recommendation of the city executive, make further or additional appropriations by ordinance, as long as the result does not increase the City's tax levy that was set as part of the annual budgeting process. The additional appropriations requested by Appropriation Ordinance 2024-08 should not result in such an increase to the City's tax levy.

[Indiana Code 6-1.1-17-3](#) requires a public hearing to be held before additional appropriations can be made, with a notice to taxpayers sent out at least ten (10) days before the public hearing. The public hearing for this appropriation ordinance is set for the Regular Session on October 16, 2024.

### Contacts

Jessica McClellan, Controller, 812-349-3412, [jessica.mcclellan@bloomington.in.gov](mailto:jessica.mcclellan@bloomington.in.gov)

Margie Rice, Corporation Counsel, 812-349-3426, [margie.rice@bloomington.in.gov](mailto:margie.rice@bloomington.in.gov)

**APPROPRIATION ORDINANCE 2024-08**

**TO ADDITIONALLY APPROPRIATE FROM THE CLERK’S OFFICE GENERAL  
FUND FOR PERSONNEL EXPENDITURES**

- WHEREAS, Salary Ordinance 23-25 was amended by Ordinance 2024-15 to add a new position in the City Clerk’s Office; and
- WHEREAS, the Clerk of the City of Bloomington has been authorized to hire a Deputy Clerk responsible for Communications and Outreach and will require additional funds to be appropriated in 2024 to pay the salary and benefits for that Deputy Clerk position; and
- WHEREAS, the Common Council of the City of Bloomington (“Council”) is empowered to authorize an additional appropriation; and
- WHEREAS, notice of a hearing on said appropriation has been duly given by publication as required by law, and the hearing on said appropriation has been held, at which all taxpayers and other interested persons had an opportunity to appear and express their views as to such appropriation; and
- WHEREAS, the Council now finds that all conditions precedent to the adoption of an ordinance authorizing an additional appropriation of the City have been complied with in accordance to Indiana law;

NOW THEREFORE, BE IT HEREBY ORDAINED BY THE COMMON COUNCIL OF THE CITY OF BLOOMINGTON, MONROE COUNTY, INDIANA THAT:

SECTION 1: For the expenses of the City the following additional sums of money are hereby additionally appropriated and ordered set apart from the funds herein names and for the purposes herein specified, subject to the laws governing the same:

**General Fund 101 - Clerk**

|                              |           |
|------------------------------|-----------|
| Classification – 1 Personnel | \$ 25,000 |
| Classification – 2 Supplies  | \$ 3,050  |
| Total – General Fund - Clerk | \$ 28,050 |

PASSED by the Common Council of the City of Bloomington, Monroe County, Indiana, upon this \_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
Isabel Piedmont-Smith, President  
Bloomington Common Council

ATTEST:

\_\_\_\_\_  
NICOLE BOLDEN, Clerk  
City of Bloomington

PRESENTED by me to the Mayor of the City of Bloomington, Monroe County, Indiana, upon  
this \_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
NICOLE BOLDEN, Clerk  
City of Bloomington

SIGNED and APPROVED by me upon this \_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
KERRY THOMSON, Mayor  
City of Bloomington

SYNOPSIS

This Ordinance funds the position authorized in Ordinance 2024-15 to add a Deputy Clerk responsible for Communications and Outreach position in the City Clerk’s Office.